THE SURVEY

Vol. LXVII. No. 6 MIDMONTHLY December 15, 1931

CONTENTS

FRONTISPIECE - - - - - *Drawing by Charles Silver*
EDITORIAL PARAGRAPHS - - - - - - - - - - 291
WISCONSIN TACKLES JOB SECURITY - - - - - - - - - - - - - - - - *Elizabeth Brandeis* 295
YOUR MIND AND THE DEPRESSION - - - - - - - - - - - - - - - - *Charles F. Read, M.D.* 297
SOCIAL-WORK SALARIES - - - - *Gertrude Springer* 299
IS IT GOOD BUSINESS? - - - - - *Anne R. Winslow* 300
IS IT TRAINED WORKER vs. BOARD MEMBER? - - - - - - - - - - - - - - - *Lillian Laser Strauss* 301
THE AFTERMATH OF SHEPPARD-TOWNER - - - - - - - - - - - - - - - - *Ada M. Barnett* 303
THREE SNAPSHOTS IN GERMANY - - - - - - - - - - - - - *By a Traveling Social Worker* 305
THE SHAME OF THE CITIES - - - *Charles S. Ascher* 306
NURSE PLUS PSYCHIATRIC SOCIAL WORKER - - - - - - - - - - - - - - - - - *Elizabeth Fox* 307
THE HOSPITAL - - - - - - - - *Ethel Romig Fuller* 308
DOCTORING IN VERMONT - - - - - - - *Mary Ross* 309
GROUP PICTURE OF THE UNEMPLOYED - - - - - - 310
CAMPAIGN RESULTS IN 144 CITIES - - - - - - - - - 311
STATE HOSPITAL - - - - - - - - *Israel Newman* 312
SOCIAL PRACTICE - - - - - - - - - - - - - 314
HEALTH - - - - - - - - - - - - - - - - - - 316
COMMUNITIES - - - - - - - - - - - - - - - - 318
INDUSTRY - - - - - - - - - - - - - - - - - - 320
UNEMPLOYMENT - - - - - - - - - - - - - - - 322
WORK SHOP - - - - - - - - - - - - - - - - - 324
"We" or "They" on the Air, *Horace H. Hughes,* Who Should Count—and What, *A. W. McMillen,* The Vagrant Observer, *Elwood Street*
BOOKS - - - - - - - - - - - - - - - - - - - 328
COMMUNICATIONS - - - - - - - - - - - - - - 332
GOSSIP - - - - - - - - - - - - - - - - - - - 333

Files of The Survey will be found in public and college libraries. All issues are indexed in the Readers' Guide to Periodical Literature. Ask the Librarian.

SURVEY ASSOCIATES, INC.
112 East 19 Street, New York
*PUBLISHERS*

THE SURVEY — Twice-a-month — $5.00 a Year
SURVEY GRAPHIC — Monthly — $3.00 a Year

LUCIUS R. EASTMAN, *president;* JULIAN W. MACK, JOSEPH P. CHAMBERLAIN, JOHN PALMER GAVIT, *vice-presidents;* ANN REED BRENNER, *secretary;* ARTHUR KELLOGG, *treasurer.*

PAUL U. KELLOGG, editor.

ARTHUR KELLOGG, *managing editor;* HAVEN EMERSON, M.D., ROBERT W. BRUÈRE, MARY ROSS, BEULAH AMIDON, LEON WHIPPLE, JOHN PALMER GAVIT, LOULA D. LASKER, FLORENCE LOEB KELLOGG, GERTRUDE SPRINGER, *associate editors.*

EDWARD T. DEVINE, GRAHAM TAYLOR, JANE ADDAMS, FLORENCE KELLEY, JOSEPH K. HART, *contributing editors.*

MOLLIE CONDON, *circulation manager;* MARY R. ANDERSON, *advertising manager.*

The Brick Row Book Shop, Inc.

*42 East 50th Street*
*New York City*

Important Sale!

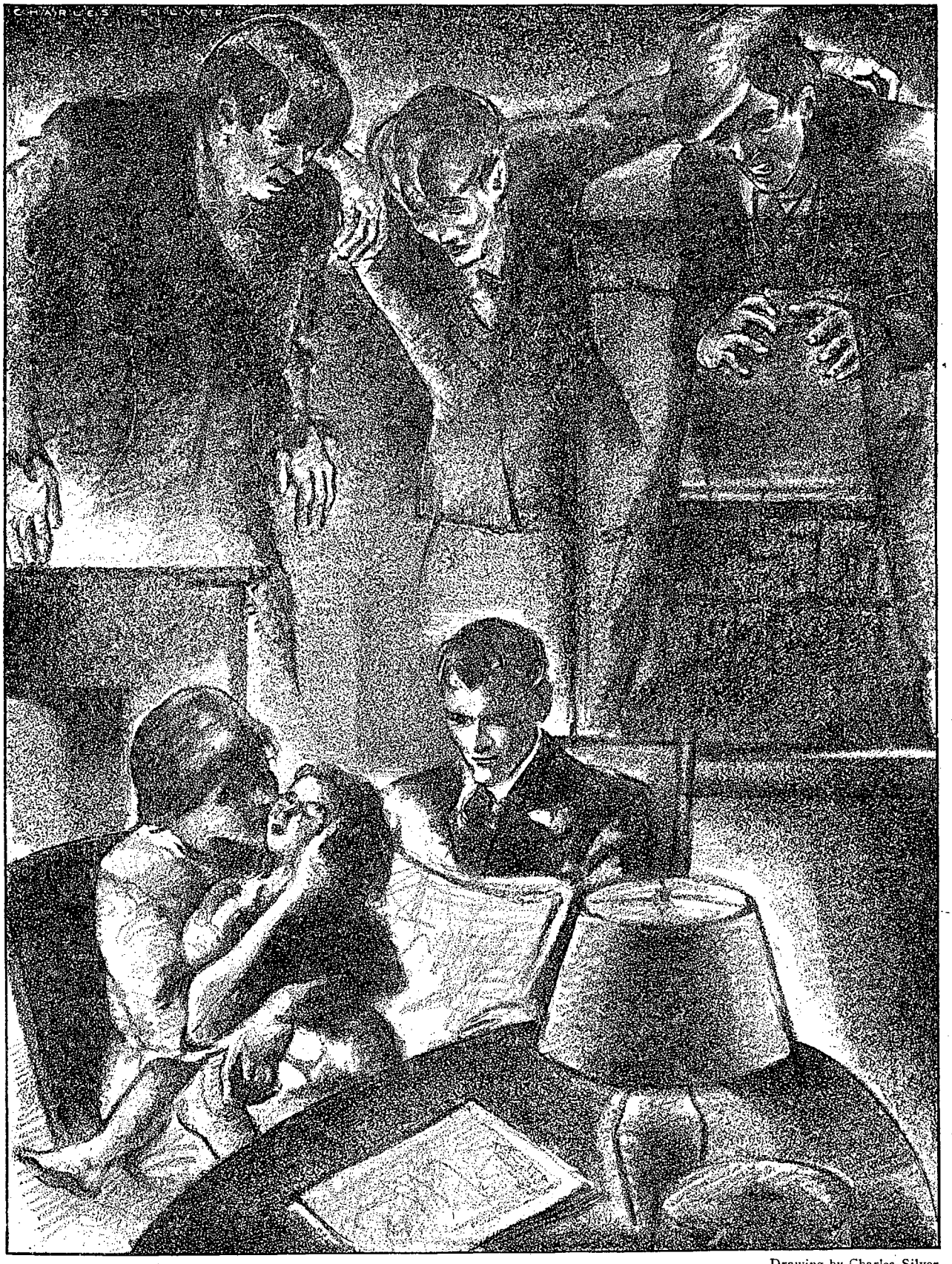
Discontinuing this branch of its business, The Brick Row will sell without reserve its well selected, collected stock of Memoirs, Belles Lettres, Biography, Modern First Editions, Private Press Books, etc., at substantial and extraordinary reductions, for cash.

This miscellaneous assortment comprises the first collection of importance ever offered in this City at similar prices.

*Immediate inspection is suggested for those seeking interesting Christmas gifts.*



PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED




Drawing by Charles Silver

THEY SHALL NOT PASS

*A battle-cry for a world-war against Poverty, Sickness, Demoralization*

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

THE SURVEY

December 15
1931

Volume LXVII
No. 6

## Doles for Dukes

"DIDN'T you find that the dole was demoralizing the British?" an eager listener enquired of Frances Perkins, New York's commissioner of labor, who was telling a woman's club her observations on unemployment insurance in England last summer. Miss Perkins smiled a little mischievously. "I had been told that it did so many times in this country," she replied, "that when I went to England I asked a wise old civil servant particularly about it. He looked me up and down. Then he said, 'Well, if it went through one generation, I don't think we'd notice it. For two generations I don't believe I'd worry. Three—there I'm not so sure—you have only to look at the British upper classes.'"

## From Him Who Hath Not

THERE is warning for many communities, as the winter's situation tightens, in the scheme recently proposed in the District of Columbia for robbing an impoverished Peter to pay an unemployed Paul which was defeated only by the quick rally against it of the social agencies, a group of civic and church organizations and two units of the District government. In this instance, "Peter" was the lowest paid per diem employe of the District government, eight hundred strong, who receives $3.60 a day when the weather permits him to work. He was to be required to surrender half his working time and hence half his meager wage, for the benefit of "Paul"—unemployed residents of the district, selected by the District Employment Committee, a coordinating group, to receive the "sacrifice wage."

In enforcing any such plan, it was pointed out by the social workers, the amount of relief required to meet the winter's situation would be little if any reduced, since the families of the employes could not live on half-pay without assistance. As the spokesman for the Monday Evening Club and the Laymen's League of All Souls Unitarian Church pointed out, the commissioners were being asked to assume a wholly invidious responsibility in carrying out a plan which would only increase the number of families on relief, thereby widening the "area of humiliation." The voteless League of Women Voters of the District held that to call such a system a "sacrifice" was an affront, since the proposed sacrifice was to be required of wage-earners by those who hold over them the right to hire and fire. The Laymen's League in its resolution declared its members were willing to accept additional taxation to meet relief requirements, and called upon the commissioners to appeal to the community for redoubled efforts to meet local needs.

## Spending Forty Millions

FORTY million dollars is important money, any time, any place. When it is tagged for relief to be expended under emergency conditions by new, untried, politically appointed bodies it becomes not only important but, socially speaking, dangerous. When New York State and New York City each appropriated twenty million dollars for work and home relief social workers held their breath. The money was needed, that they well knew, but on the manner of its spending depended its power for good or ill. With the appointment by Governor Roosevelt of the State Temporary Emergency Relief Administration came reassurance. With Mayor Walker's appointment of the city commissions came infinite relief. Both state and city bodies are of a character that dispels any fear that the immense sums involved will not be spent wisely and well.

The State Commission, Jesse I. Straus chairman, appointed Harry L. Hopkins and Douglas P. Falconer, both highly qualified social workers, as executive directors. The principles and procedures they have adopted rest on sound social practice. The organization they have assembled commands professional respect. The methods they are introducing promise to put forward by years the progress of public welfare administration in the state.

The appointments by Mayor Walker for the city commissions are equally assuring, promising as they do that the public program will be closely correlated with that of the private agencies. Cornelius N. Bliss, president of the A. I. C. P., heads the Emergency Work Commission with its appropriation of fifteen million dollars. It started off by assuming a large responsibility for providing work and wages for common laborers, thereby enabling the privately organized Emergency Work Bureau to give more attention to women and white-collar men. The new Home Relief Division under Commissioner Frank J. Taylor of the Department of Public Welfare, with an initial appropriation of five million dollars, has for executive director Mary L. Gibbons, supervisor of the Division of Families of the



PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

Catholic Charities, and for its advisory committee the entire executive group of the Welfare Council's Coordinating Committee on Unemployment.

New York, which has not always been wise in such matters, seems for once to be off on the right foot.

## What Does Cleveland Prove?

"PEOPLE don't want good government. Cleveland proves it."

"The crooks are more patient than good citizens, so they'll always win out in the long run. Cleveland proves it."

"The manager plan won't work in large cities. Cleveland proves it."

A broker, a banker, and an advertising man at luncheon thus disposed of the fact that voters of the largest city operating under manager plan had on November 3 approved the Danaceau amendment to return to the old mayor-council-ward system of government.

Yet the truth is that the vote in Cleveland does not mean that the plan failed there nor that it is not adaptable to large cities. As Richard S. Childs recently pointed out, the manager plan was vulnerable in Cleveland from its very inception in 1924, having been adopted by a small majority —77,000 to 58,000—and its opponents had never lost hope of reversing the decision. Three times it had almost been defeated at the polls. Still the independents never organized into a coherent group, the only way by which the political machine could have been fought on equal terms. Yet the attack of 1931 was won by swinging not more than 5 per cent of the voters. The result therefore represents no sharp revulsion of opinion. And at the recent election, be it noted, the council was radically improved, probably to the point of being beyond machine control.

Despite the handicaps under which the city manager form of government operated in Cleveland for eight years, able managers provided the city with efficient administration. The future of Cleveland will be worth watching. It seems improbable that a community which has once tested even to a degree the benefits of efficient administration will be content to remain under an archaic form of government.

## Mass Efforts

SETTLEMENTS perhaps more than other social agencies catch the backwash of such times as these when the urgencies of mass distress impose mass measures of relief, when social workers may no longer do the best they know but must do the best they can. Workers in New York settlements see about them much disturbing evidence of the deterioration of standards and morale among families of the unemployed. From a committee of the United Neighborhood Houses has come a memorandum pointing out the inadequacy of relief, the lumping together of unemployed and unemployable in made-work projects, and the lack of close coordination of effort among relief agencies as the major causes of difficulty. As remedies the committee suggests, among other things, the set-up of district or neighborhood centers for registration, information and placement, "careful study and perhaps classification of the problems of the unemployed," the utilization of made-work for building new houses or reconditioning old ones, and more use of the settlements as sources of information, education and the upbuilding of the morale of the unemployed.

No one will deny the committee's occasion for anxiety. "I am inclined to think," says William H. Matthews, generalissimo of the Emergency Work and Relief Bureau, "that all relief is likely to me more or less demoralizing. . . . I doubt if it has ever been adequate in any place. . . ." But some of the remedial suggestions seem like changing horses in midstream. Housing projects, the "careful study and perhaps classification of the problems of the unemployed," call for the one thing that is non-existent—time. A program such as the settlement workers suggest requires careful advance planning and preparation and Americans, alas, would rather meet an emergency than plan to meet it. Who in 1929 would have spent the time and effort necessary to evolve a social strategy equal to the situation in 1931?

Relief workers are keenly aware of the deficiencies and dangers of the mass methods into which the situation has forced them. Their only comfort lies in the fact that these methods are temporary while the constructive influences represented by the settlements are permanent.

## Hail Commissioner Taylor

WITH a logic not inevitable in political appointments the Westchester County, N. Y., Board of Supervisors has appointed Ruth Taylor commissioner of public welfare to fill the unexpired term of the late George J. Werner. The job has a salary of $12,500, making it, financially speaking, one of the plums of social work. That it should have fallen into the competent lap of Miss Taylor is an unmixed satisfaction to every one concerned with the sound development of public-welfare work.

Plum though it is, the job is far from being a sinecure. Westchester's Department of Public Welfare is its largest and most costly unit directed by an elected official. Its organizations and institutions are maintained at a standard that sets new marks in public-welfare administration. It includes in addition to poor relief, child welfare, old age relief and various other activities, all the county hospitals and homes and the penitentiary. Its budget this year is $2,305,026, nearly a third of the entire county expenditure. Miss Taylor, Vassar graduate, slim, dark, not yet skirting middle age, will direct a force of eight hundred employes and will supervise physical plants valued at upwards of seven million dollars.

Miss Taylor, Commissioner Taylor now if you please, has been identified with public welfare in Westchester County since 1914 when the late V. Everit Macy was county supervisor of the poor. When, under Mr. Macy's direction, the present department was organized in 1917, Miss Taylor headed the division of child welfare. Since 1926 she has been deputy commissioner. Her present term as commissioner will expire in 1933.

## Gaylord S. White

MANY hundreds, and probably many thousands, of men lost a personal friend when Gaylord S. White died quietly in his sleep the night before Thanksgiving. "The most self-effacing of men," he had a gift of pouring himself into the mind and heart of everyone he met, particularly the young fellows of Union Theological Seminary where he had taught for nearly twenty years. Dr. White began his ministry as pastor of a church in an underprivileged district of Brooklyn almost forty years ago. For twenty years he was headworker of Union Settlement during which time he

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

was director of field work at the Seminary. His appointment as professor of applied Christianity at the Seminary came in 1913, as director of the department of church and community in 1920 and as dean of students in 1929. During all these years he has been an outstanding figure in many fields of social work, a man who combined sound practical judgment with a gentle but unyielding pressure for a consideration of the essential spiritual background. It was characteristic of the man that he became troubled over the status and wages of the employes of the Seminary—the cleaners who redded up after hours in the wake of careless professors. And at a time when most colleges were content to pay the going wage and one was evading a state minimum-wage law, he made a case study of every employe and proposed a wage scale based on size of family and other realistic social information. Among those who mourn Gaylord White as a friend are men and women of many walks of life, including scrub-women.

## Jessie D. Hodder

PRISONERS the world over lost a good level-headed friend last month when Jessie D. Hodder, internationally known penologist, died at her home in Framingham, Mass., after a long illness. Mrs. Hodder was one of the little pioneer group that struck at the evils of prison administration by attacking the philosophy that underlay them. Education and demonstration were her weapons, powerful in her competent, courageous hands. Prisoners, she said, were sent to institutions to use their time, not to serve it. Her conception of a reformatory was an educational institution, not merely a place of incarceration—which may seem like old theory now but was new and revolutionary when Mrs. Hodder began practicing it.

Most of Mrs. Hodder's active service was in Massachusetts, first at the State Industrial School for Girls at Lancaster and for the last twenty years at the Reformatory for Women at Sherborn. In addition to vocational and educational training she instituted musical activities, a library and a gymnasium as means of breaking down the abnormal routines of prison existence. She lived to see many of the projects tried out experimentally at Sherborn adopted as standard practice in many other institutions.

## International Friendship

SOCIAL work has no higher quest for the solution of its problems and the fulfillment of its purposes than the promotion of friendships across racial, economic and national lines on its local and country-wide fields. The call of the Word Alliance for International Friendship Through the Churches to its sixteenth Good Will Congress, held at Chicago, November 10-12, therefore was addressed to social workers as well as to church workers of all religious fellowships. The attendance from all parts of the country was notable for the widely representative personnel and for the fact of the preponderance of men, and of those from the middle and younger ages of manhood and womanhood. Foremost among the guests of honor to be invited to the speakers' table was Jane Addams. With her, Mary McDowell served on the Resolutions Committee, while on the Cooperating Committee were such outstanding citizens prominent in civic and social work as Edward L. Ryerson, Jr., president of the Chicago Council of Social Agencies and chairman of the Joint Committee for the Relief of Unemployment, and Henry C. Chandler who leads the movement for the new child welfare code pending in the Illinois legislature.

The interweaving of the diverse interests involved in the discussion of disarmament, peace and prosperity was even more distinctive of the program than its distinguished spokesmen. The racial factors in the problem of international peace were seen to be Russia's economic reasons for opposing wars while they would interfere with its Five-year Plan; India's passive resistance to industrial exploitation, which offers a moral equivalent for war; and the American Negro's patient struggle against economic and political discrimination. Economic interdependence was recognized to be the key factor in the promotion of peace and the prevention of war.

Maj.-Gen. John F. O'Ryan carried his appeal away from army and navy experts as incapable of peaceful solutions, to public opinion aroused to demand immediate reduction of armament in order to prevent a rapidly impending war. As the "greatest service the experienced soldier can render his country now, I warn you," he exclaimed, that "unless the halt is arranged without delay the explosion is not far off." And he carried his warning all the way home by holding "fathers and mothers who do not act resolutely and promptly, morally responsible with being accessories before the fact to the slaying of their own sons in the next war." Holding war responsible for inflicting spiritual losses greater than the loss of life and property, Senator Walsh of Montana challenged such politicians and journalists as deem "utterly futile all efforts to adjust differences between nations, or to forestall a conflict of arms—and who exhibit unrestrained glee at every appearance of their failure; to want no world court and to look askance at if they do not oppose every movement for the peaceful adjustment of international controversies." Friedrich W. von Prittwitz und Gaffron, the ambassador of Germany to the United States, asserted the diplomatic policy of his government to be based upon the conclusion that "war cannot be prevented by preparing for war against war, but by removing the causes of war," which he thought could best be undertaken now by international economic conferences. No more direct appeal could be made to the influence of all social agencies, as well as to all churches, than by what he held to be the condition of the German people: "Let the expenditures for military purposes be used more in harmony with the Pact of Paris—to fight disease and to improve living conditions for those who are sick, or old, or poor; for the cultivation and civilization of still undeveloped territories and use them to produce tools of civilization instead of weapons of destruction."

## A Dole for Capital

IS it just to ask railroad workers to give 10 per cent of their wages as a dole to idle capital? This is the question posed by representatives of 1,750,000 railroad employes during the recent conference of union leaders and railroad management called to consider how they are to meet their common losses of earnings and employment due to the depression. The brotherhoods put forward a comprehensive program which included: joint action by management and workers to secure legislation for a one billion dollar national bond issue to provide for widespread grade-crossing elimina-

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

tion; a six-hour day on the railroads, with a "labor pool" to minimize seasonal unemployment; regulation of motor transportation; retraining workers displaced from railway service for newer forms of transportation; payroll reserves to cover "exceptional periods of reduced traffic;" one year's guaranteed employment for necessary workers in every class, with a minimum of part-time employment for "stand-by forces."

The railway presidents countered with a proposal to cut wages 10 per cent, thereby reducing by $250,000,000 the $2,500,000,000 annual payroll of the railroads.

In rejecting this "voluntary wage cut," D. B. Robertson, chairman of the Railway Labor Executives Association, stated that no assurance was given by the railroad presidents that the wage reduction would be applied either "to increase employment or to stabilize existing employment." He added:

More than one third of the employes of this industry are idle and more than one third of the capital in this industry is idle. . . . We have been asked to contribute, not to the relief of our fellow employes, but to the relief of those who have no claim upon our charity. We submit that impartial public opinion will support our answer that labor cannot be called upon to pay a dole to idle capital.

No action will be taken by railroad officials toward putting the proposed wage cut into effect until after the meeting of fifteen hundred general brotherhood chairmen to be held in Chicago this month.

## Communists for Relief

CHICAGO social agencies have had their troubles this fall with what are described as Communist demonstrations. District offices of the United Charities have been the favorite targets of the agitators, the disturbances sometimes requiring police intervention. Difficulties have been particularly marked it is said in neighborhoods with many Negro residents. The agitators were at first insistent that relief be given without any questions asked but little by little their attitude has changed and they no longer demand breadline methods. They still visit the offices however at regular intervals to register complaints of alleged inadequacy of relief. Such a visit means a street meeting under the office windows with a delegation inside presenting the cause for complaint. It then devolves upon the district superintendent to make a careful and patient explanation of case records and the reasons why relief was as it was. Usually the explanation suffices and the meeting disbands. All of which is none too easy on the nerves of overstrained, budget-ridden district superintendents.

---

FRIENDS and admirers of the late Josiah Strong will be glad to know that the Rev. Nathanial M. Pratt of the Village Congregational Church at Whitinsville, Mass., is at work on his biography. And Dr. Pratt would appreciate any letters or other materials that would be of use in bringing out the range of Dr. Strong's pioneering in the fields of social and religious service.

---

JUST to add to the general grief of Secretary of the Treasury Mellon the Association of Community Chests and Councils points out that with charitable contributions running to new highs, income taxpayers in the returns they file next March will make the largest deductions on record in this category.

# *They Say*

WAR ends nothing but peace.—*Rabbi Stephen S. Wise, New York.*

The final solution for unemployment is work.—*Calvin Coolidge, Plymouth, Vt.*

Service as well as alms may pauperize.—*June Purcell Guild, Richmond, Va., Council of Social Agencies.*

Heaven help the sweet old-fashioned girl today.—*Flora Ross, College of Home Economics, Cornell University.*

More than half the world's troubles are directly traceable to the evil influence of parents.—*Bertrand Russell.*

The American prisoner is a very different person from ours. He really is tough.—*Alexander Patterson, British prison commissioner.*

No nation can either become prosperous or remain so for long in an international almshouse.—*Spencer Miller, Jr., National Council, Protestant Episcopal Church.*

There is less graft, certainly less crime, inside prison walls than outside.—*Warden Lewis E. Lawes, Sing Sing Prison.*

It is absurd to try to teach boys from fourteen to sixteen a vocation. They don't even know what a vocation means.—*Prof. David Snedden, Teachers College.*

I believe that some of the disadvantages which the Freudians see in having a mother are exaggerated and that others do not exist.—*Sherwood Anderson.*

If there is to be a war between China and Japan it must be a relief to the God of Christian nations that at last He can be neutral.—*F. P. A., New York Herald Tribune.*

Slowly it has dawned upon business men that if they conduct their concerns solely for their own benefit they are bound to fail.—*Col. Edward M. House, New York.*

Taking care of unemployment is as much a function of industry as maintenance of machinery and failure of industry to perform this function is faulty cost-accounting.—*Prof. Sumner S. Slichter, Harvard University.*

If employment be the problem of private industry, and Americans insist that it is, unemployment too is its responsibility. We cannot eat our cake and have it too.—*C. A. Dykstra, city manager, Cincinnati.*

While unable to give a short definition which would clarify the term to the public and be acceptable to the world's statisticians, we can say that juvenile delinquency is law violation by a juvenile.—*Harold Vann, probation officer, Seattle, Wash.*

Usually we symbolize the school as "I think," the home as "I love," the world as "I do." Our job as Parent-Teacher associations is to make the school love more, the home think more that in the world the children may do more.—*Bishop Irving P. Johnson, Colorado.*

Given a generation of closing our ports to all but the best and opening our schools and colleges sixteen hours a day to every age in life, we shall be better able to judge the possibility of building a civilization upon democracy.—*Will Durant in Progress for America.*

America will be in no position to claim victory at the end of this depression merely because nobody has died of cold or starvation. America can claim complete victory over the social consequences of the depression only if she insures the maintenance of the social standards toward which she has dedicated so much of her wealth and so much of her best thinking.—*George E. Vincent, New York.*

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

# Wisconsin Tackles Job Security

By ELIZABETH BRANDEIS
*Department of Economics, University of Wisconsin*

WISCONSIN again bids fair to assume leadership in legislation to protect the wage-earner. Ten years ago the first distinctively American unemployment insurance bill and the first to secure serious consideration anywhere in the United States was introduced in the Wisconsin Legislature. Now it looks as though Wisconsin might be the first American state to write such a measure on its statute books, in the special legislative session which is under way as this article goes to press.

The chances are good. An interim committee of the legislature recently reported, recommending by a five to two vote the enactment of such a law. Governor LaFollette has just urged the legislature to pass this act, but has suggested that it be done in such a way as to give employers a chance to adopt the unemployment reserve principle voluntarily, if they will. The leaders of the Wisconsin progressive movement are urging action. Do they reflect general public sentiment in the state?

The Wisconsin State Federation of Labor has for ten years been solidly behind unemployment insurance legislation. Why did it so early take a more advanced stand than that taken even today by the American Federation of Labor? Doubtless much of the credit should go to Prof. John R. Commons, who has for years embodied the "Wisconsin idea" of cooperation between university experts and the state government. When he drafted his first unemployment insurance bill in 1921, Mr. Commons took as a model the Workmen's Compensation Act, requiring contributions from employers only, proportionate to each industry's unemployment record. He convinced the leaders of the state federation that under his proposal labor would stand to gain in three ways: the measure would strengthen the position of union labor in the state; would afford direct though modest compensation to the unemployed; and, perhaps most important, would stimulate the regularization of employment. Organized labor grasped Professor Commons' idea, and trade unionists have been the leading advocates of this proposal in every session of the legislature since that time. They have throughout stressed its preventive rather than its relief aspects. The state's organized workers are rightly confident that they will share effectively in any unemployment compensation plan administered by the Wisconsin Industrial Commission, for under this commission organized labor has always had a real part in the detailed drafting of such measures as the state's safety and child labor code.

Though introduced in every session of the Wisconsin Legislature since 1921, unemployment insurance for years made little headway. One year Professor Commons asked Henry Dennison to come from Massachusetts to tell the legislature what business men could do to prevent irregular employment, and how their activity along these lines would be stimulated by an unemployment insurance law with benefits financed by employers. Another year Ernest Draper came from New York to tell how the Hills Brothers Company had stabilized its food packing business (see The Survey, April 1, 1929, page 41). But these were "foreigners." Wisconsin employers on the one hand scoffed at the possibilities of regularized employment and protested against the proposed new burden, and on the other informed the legislature that state action was entirely unnecessary—they would take care of the unemployment problem themselves. Meanwhile the general public ignored the chronic unemployment of "good times" and trusted the learned prophets who solemnly proclaimed a new era of "stabilized" prosperity.

Experience is a hard teacher but an effective one. In the regular 1931 session of the legislature three unemployment insurance bills were introduced and discussed in a series of hearings. With 130,000 persons in the state totally without work, the employers' spokesmen acknowledged perforce the seriousness of the unemployment problem, and admitted that legislation might be needed, but they decried hasty action and urged the creation of an interim committee. Only one employer took a positive stand. William Mauthe, the Fond du Lac manufacturer who had dared in the midst of depression to introduce a "steady employment plan" in his own plants, spoke out clearly in favor of the Groves bill. This bill was originated and introduced by Harold Groves, one of Professor Commons' former students, now himself a professor in the University and a leading member of the Wisconsin Assembly.

NO vote was taken in the regular 1931 session on unemployment "reserves"—as the title of the Groves bill read. Instead, at the suggestion of the governor, an interim committee on unemployment was created to report this fall. This committee considered long-range remedies for unemployment as well as the problem of emergency relief. It held hearings at the capitol and throughout the state. Despite the urgency of the immediate relief problem most of those who came to testify concerned themselves with the long run remedy of unemployment reserves and compensation. In every city representatives of organized labor urged that this measure be passed at the special session.

Ten years had brought changes; the labor spokesmen were no longer alone. Representatives of other organizations and many leading citizens joined in labor's demands. Spokesmen for the Fraternal Order of Eagles told how their organization had brought about the enactment of old-age pension laws and was now taking up the fight for job security. Ex-Governor McGovern, under whose administration twenty years ago much of Wisconsin's progressive labor legislation was enacted, gave a stirring speech urging that industry be required to provide for its workers in time of depression. Ministers of many creeds appeared to urge unemployment compensation in the name of social justice. Doctors testified to the consequences of unemployment in stunted and malnourished children. Independent grocers told of the heavy credit burden laid on them by unemployment.

Most important of all, the organized farmers of Wisconsin have recently gone on record in four large state conventions urging passage at the special session of a law requiring unemployment compensation financed by employers.



PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

This stand was not prompted solely by sympathy for unfortunate wage-earners. The farmers have come to realize that as taxpayers they are now carrying much of industry's unemployment burden, since poor relief is financed from general property taxes. They recognize further that unemployment when totally uncompensated is disastrous to them, since city wage-earners constitute their most important market. Wisconsin is a dairy state and its farmers can see the results of unemployment in lower butter prices and reduced sales. Meanwhile oleomargarine, butter's hated rival, has gained correspondingly. Ten years ago the farmers suspected the unemployment insurance proposal of giving favored treatment to labor; today they have begun to realize that farmers and laborers suffer or prosper together.

AS for the employers of the state, they view with alarm the possibility that an unemployment compensation law may actually be passed by Christmas, and urge that immediate relief should have the right of way. But they are beginning to admit the necessity of doing something to prevent a recurrence of the present situation. The annual meeting of the Wisconsin Manufacturers' Association, held just a week before the opening of the special session, was mainly devoted to this subject. Bryce Stewart of Industrial Relations Counsellors, Inc., came on from New York to discuss the possibilities of voluntary unemployment reserve plans. The meeting voted almost unanimously to employ an experienced man to draft such a plan for the Association. But the president urged every manufacturer to work against unemployment reserve legislation at the special session.

Throughout all this discussion Governor LaFollette maintained complete silence. But in his message, delivered November 24 at the opening of the special session, he stated his position in no uncertain terms. After discussing the "reserves" principle and referring to the desire of industrial leaders to establish voluntary systems rather than be subjected to compulsory legislation, he went on to say:

> Many of us question, not the sincerity, but the feasibility of industry's establishing a voluntary system. . . . It seems to me that the fairest method of procedure for us at this time is to adopt a just and sound compulsory unemployment compensation program for Wisconsin, but to make the taking effect of such legislation conditional upon industry's failure to establish a fair voluntary system in Wisconsin within a reasonable time [i. e., a year and a half].

The measure the governor wants passed in this provisional fashion is the Groves plan, which was recommended (for straight adoption) by the interim committee, and can be summarized as follows:

> After July 1, 1933, each employer shall be required to contribute not more than 2 per cent of his payroll to an unemployment reserve, deposited to his account in a state unemployment reserve fund. Each employer's money can be used only to pay benefits to his own employes, whenever he is unable to provide them with at last half-time employment. Each company's liability is definitely limited to the amount in its own reserve account. Benefits are limited to 50 per cent of wages, with a maximum of $10 a week. The maximum benefit period is ten weeks a year. Duration of benefits is made proportional to previous employment. Each employer has a direct financial inducement to stabilize employment in his own plant: if he avoids paying benefits his account will obviously accumulate, and if it reaches $55 for each employe the employer's rate of contribution drops to 1 per cent of his payroll. While an employer's reserve is $75 or more for each employe he need make no further contribution. Full scope is left for the development of such private company or group plans as measure up to the minimum standards of the bill. Through advisory committees employers are to cooperate with one another and with labor in promoting the steady employment.

The philosophy behind the proposed measure is thus stated by the interim committee's report:

> We believe that the solution of the long-run problem of unemployment lies in providing a more adequate and orderly system of relief for the unemployed, and in making all the progress possible in so organizing industry as to keep its workers steadily employed. To accomplish these ends we recommend the enactment of a statute which will require industry to set up reserves for unemployment as it now sets up reserves for depreciation, taxes, interest and dividends.

The Committee stresses the influence which unemployment reserves should have in stimulating employers to give their workers steadier employment. As William Mauthe puts it, after operating his own reserve plan for a year: "Management must be made to share in the direct cost before it will be seriously concerned over laying off the steady workers."

The "reserves" measure which the Wisconsin Legislature is now debating can lay claim to being at once the most conservative and the most far-reaching of the unemployment compensation proposals now under consideration in the United States.

It is conservatively limited in the workers it covers, in the duration of benefits, and in the liability it imposes on employers. Individual company reserves, moreover, are directly in line with our existing economic set-up. They focus the inducement to and the responsibility for more regular employment where other responsibilities of doing business now fall, on the individual business man. Finally, the system is based on experience, on the actual schemes now operated by a small number of enlightened employers, among them Dennison, Leeds, Mauthe and the group of nineteen Rochester firms. Thus the Groves bill is designed merely to universalize the "best practice of industry." It is in the great tradition of labor legislation in Wisconsin and elsewhere thus to bring the bulk of employers up to the standards voluntarily adopted by the enlightened minority.

The Groves bill is far reaching in its implications. This Wisconsin plan is at the opposite pole from the unemployment insurance laws of Europe, based as they are on the assumption that unemployment is an incurable malady, for which legislation can provide only a palliative. The supporters of the Groves bill reject this defeatist attitude. Their interest in direct compensation for the unemployed is secondary to their interest in making employment steadier. They believe that if legislation gives the impetus industrialists can and will use the ability which has solved almost too rapidly the technical problems of production to tackle the even more important economic and human problem of regular operation. They recognize the difficulty of the task and are ready to proceed slowly, with the present bill as a modest forward step. But they insist that only in this direction does progress lie.

Will a start be made in Wisconsin now? The Assembly, which is strongly "progressive," will doubtless pass the Groves bill and send it to the Senate, where the vote will be nip and tuck. Two or three independent senators control the outcome. In case of a tie the presiding officer of the Senate, Lieutenant-Governor Huber, who introduced the first bill in 1921, may have a chance to cast the deciding vote for the enactment of the first unemployment compensation law in the United States.

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

# Your Mind and the Depression

By CHARLES F. READ, M.D.

*A Radio Address by the Managing Officer, Elgin State Hospital, Illinois, for the Illinois Society for Mental Hygiene*

THE other day I learned that a man I used to know in school had finished up his personal affairs with a shotgun; another recently threw himself in front of a train, while a third was brought to our hospital not so long ago so full of liquor that he did not come to himself for three days. Such things are happening daily all about us and unless we are very young, or very fortunate, or in that often happy state of prolonged childhood called feeble-mindedness, these occurrences tend to give us an occasional chilly feeling along the spine. These are days when the stoutest-hearted person may be forgiven for sometimes wondering just how long he or she is going to stand up against this tidal wave of depression which has swept over the world during the past year.

It is easy and perhaps quite true to say that we shall soon be through with bad business conditions—that all we have to do is merely to grit our teeth and hold on, like a sinking person to his breath, until we come to the surface again. This is an easy prescription to give and possibly has been a trifle overworked. Hundreds of thousands, perhaps even millions, are already doing just this thing—hanging on like grim death to a sane view of life. We may encourage such people a trifle by applauding their brave efforts, but what we can say is not going to make or break these heroes and heroines. The stamina that helps them now, that will pull the vast majority of them through to better days, is something beyond our power greatly to reinforce with admonitions and congratulations. Something has been built into the fiber of certain men and women who hang on in spite of hell and high water, a quality of doggedness that is as positive a thing as the grain of walnut or the fiber of hickory.

Whence comes this quality? What is this thing we call grit?

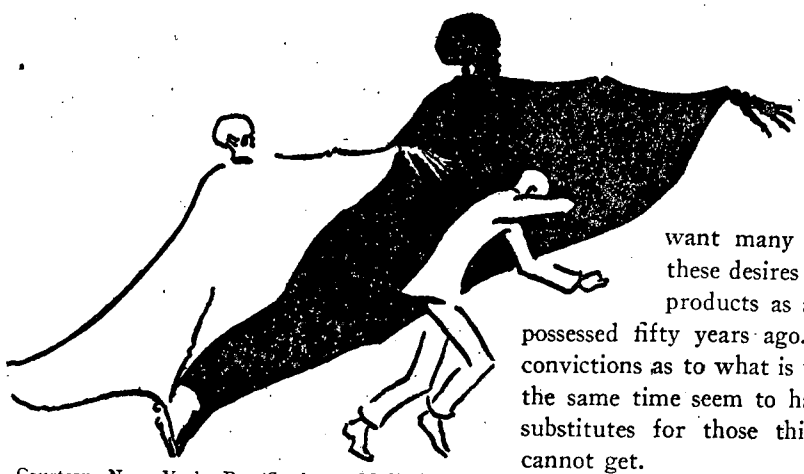
Is it some combination of personal traits which makes its fortunate possessor immune to fear—makes of the man or woman a superhuman being, ironclad against all attacks of fear? I think not. Some of the bravest men and women have confessed to desperate fear once the period of danger is finally over. They have been dismayed but their emotions have not disarmed them, have not unseated their judgment. They have not run away, though sorely tempted to do so.

These "tough-minded people" will not yield to mental depression. Depression may show itself in a neurosis, which incapacitates the individual with a host of imaginary bodily complaints. Depression may result in alcoholism, or drug habits, that temporarily take the sting out of life's hard experiences. Or an outright attack of mental disease may occur; or suicide, that final gesture of surrender, may close the chapter.

Why do some people give way under moderate strain, while others cling so obstinately to normalcy in the face of conditions which are well nigh unbearable? Obviously, there can be no one answer to this question. There are many reasons why one person breaks and another does not break under a similar amount of stress and strain. In the first place, we cannot get away from the fact that heredity helps some of us while it hinders others. A sound tough-fibered family tree is a tremendous asset. It means a well organized nervous system, nourished by a strong heart and good blood vessels; a sound body supplied with active well-balanced gland secretions, and without serious infection of the teeth, tonsils, gall-bladder and so on.

And again, these dogged, tough-fibered individuals as a rule have developed *naturally* when they were children—without childish sex interests, false fears and disabling feelings of inferiority. Wise parents nowadays allow their children to develop early independence of action while at the same time they circumspectly guide them into social ways of behavior.

The will to do a thing, the will to stand fast, can reside in a frail body; a resolve to conquer all obstacles can exist even in a diseased mind—in the conditions we sometimes call paranoia. We talk easily of the will to do this or that as if there were within us some source of power to be turned on if only one "makes up his mind" to do so, but as a matter of fact there is no "will" to do anything unless there is a greater desire to do that particular thing than there is a desire to do anything else at that special time. Other things may seem worth while but for the time being they are only minor issues as compared with the wish for the one thing we say we "will to do."



Courtesy New York Post-Graduate Medical School and Hospital

In the main, we have lived rather softly during the past few years. We have learned to want many things and have satisfied these desires by acquiring such material products as a monarch could not have possessed fifty years ago. We have acquired new convictions as to what is worth while in life, and at the same time seem to have lost the ability to find substitutes for those things which we want and cannot get.

Increased leisure and increased educational fa-



PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

cilities have not apparently led the average man or woman to any proportionate increased use of hand or brain in the way of individual self-expression. We have been swept along on a magic carpet, as it were, by the daily paper, the automobile, the radio, and the moving picture, and seem to have lost a good bit of the individual initiative which was part and parcel of our forebears.

During the past days of frenzied prosperity we have tended as a nation towards what the alienists call "a manic state of mind," a mental condition in which undue elation is accompanied by the feverish desire to do things, to go places and to buy all manner of exciting and stimulating diversions.

We have all been a trifle "touched" in this way and now, by the law of compensation, we are tending to the other extreme, into a state of depression characterized by some loss of initiative and a more or less worried, agitated state of mind.

The pity of it is that a single person's failure to stand the gaff nowadays may bring about increased mental strain or actual breakdown in the case of a dozen others whose destinies are indirectly involved with his. Of course this does not work out so badly as the proverbial row of dominoes, but there is something in the simile.

IN the State Hospital of Elgin, with which I am connected, we are receiving more patients now than ever before. The depressions are most in evidence among the middle-aged, while alcoholics and dementia praecox cases predominate in the younger generations. Patients are brought to us from private sanitariums because their relatives cannot afford to keep them there. Elderly people with mild mental disturbances can no longer be maintained in the smaller apartments into which people of all kinds are crowding nowadays.

Young men and women out of work and worried over finances tend to develop mental disturbances more readily, or take to drugs or drink. The high-grade feebleminded who do the rough, routine work of the world, are out of jobs and are easily led into mischief. The psychopaths who ordinarily float from job to job are taking more readily to crime than ever before.

What are we going to do about it all?

What can one say in a general way to those who are anxious on their own account or because of someone else they are interested in?

First of all, there is no need for any of us to become too pessimistic.

We have a sheet anchor in millions of people who are beyond the direct reach of any grave amount of anxiety; we have many able-bodied young people of sound constitution, and millions of those we have already mentioned, the tough-fibered folks who have no thought of anything but holding on until the storm is over. All these will take care of themselves very well indeed.

But there do remain others who need some help. What can they do? What can we do for them? Evidently this is not the time for any state to economize in providing care and treatment for its insane, criminals and delinquents. What has already been broken must be mended if repairs are possible.

Now is the time, if ever, for us to do the very best job we possibly can do in re-conditioning all of the broken human beings.

Naturally, however, what we want most to do it to avoid actual nervous breakdown. And how shall this be done? It is a great pity that there is no process by which we can immunize against an attack of nervous prostration, just as we vaccinate against typhoid.

What we must do is to give children a better heredity. We can train children far more wisely than has been done in the past and thus build up strong personalities against the stress and strain of future years. But this will not help us right now; so what shall be our word to those who are fearful today about their own mental condition, or that of people in whom they are interested?

FIRST of all, *physical health must be attended to.* We must exercise moderately, rest a good bit, eat wisely, drink moderately if at all, and take care not to think too much about physical symptoms. It is so very easy to go too far in this direction. Young dementia praecoxes, the neurotics, the elderly melancholics, the arteriosclerotics, are particularly apt to show undue worry and anxiety concerning their physical health.

*Strive to think decent, kindly thoughts.* Don't grind yourself and others between the millstones of regret and anger. I am often appalled at the number of people we see in our hospitals brooding over real and fancied wrongs until they are unable to do anything else. We must beware of this obsession.

*Let us respect the facts of life.* It is easy and pernicious business to distort them to suit our own fancy, to obscure them with a fog of foolish thinking in an attempt to blame or to justify one's self unreasonably.

*Try to find things to do outside of every-day work in the home, the factory, the office or the store.* Handwork, or a hobby of any kind, is a wonderful balance-wheel. Do something that requires another sort of initiative than what is used in your work-a-day life. It is unwise and dangerous to be content all of the time, to soak up the result of other people's activities.

If we have been trained religiously and have drifted away from our old-time beliefs, why *not go into a church now and then to meditate,* if not to pray, and to find there, perhaps, a brief interval of peace and possible inspiration?

*Above all, do not play with thoughts of suicide.* This is dangerous practice and may only too easily develop into an obsession.

*Do not worry too long over your own mental state, or that of someone else you are interested in, before you seek competent advice.* If you can pay a moderate fee, go to a mental specialist. If you cannot afford this, there are good men connected with dispensaries of all medical schools and upon the staffs of all state hospitals, who will be glad to give you advice. No one who really needs medical advice along these lines need go without assistance.

AND finally, after doing what we can, let us carry on bravely in the hope, nay in the belief, that after all, our own personal make-up is probably tough-fibered and resistive enough to see us through without mental disaster. This is a cheering thought and the statistical odds are at least two hundred to one that it is justified.

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

# Social-Work Salaries

By GERTRUDE SPRINGER

*Social-Work Salary Forecast: Generally unsettled. Local disturbances. Variable winds.*

ALONG with a back-breaking burden of work, long hours and emotional strains, this winter of 1931-32 is putting on professional social workers the personal anxiety of salary uncertainty. As yet there have been no sweeping salary cuts except in a few communities but there has been everywhere a slow erosion of confidence, due partly to the analogy of wage reductions in business and industry, which has created a general apprehension. That the analogy between business and social work is unsound, since business is at a low point of activity and social work at a peak, is not sufficiently understood by the general public to lighten the pressure of snap opinion, "Everybody else has been cut. Why not social workers?" As a matter of fact the increased contributions of social workers to chests and to their own agencies, made with little evidence of pressure, constitute a very real reduction in their salaries although their status and rate is not impaired.

At this writing the only known, city-wide straight percentage salary cut through the budget control exercised by the Community Fund has been made in Cleveland. Budget committees in other chest cities which have held the salary question in abeyance for the time being at least are inclined to look on Cleveland as the bad boy of the situation. Its drastic action, they say, did not help its neighbors in keeping their own situations under control while awaiting the outcome of the fall campaigns.

But the Cleveland action was not thoughtless. The Budget Committee proceeded throughout its six weeks of budget study on the basis that a general salary cut was to be avoided if possible. An increasing pressure for salary cuts came, however, from committee members in close touch with business and industry. At the same time Fund hospitals, faced with lessened earnings, were finding it necessary on their own initiative to make salary and wage cuts to live within their 1931 budgets. By the time the budget question reached the executive committee the combined pressure of hospital example and community opinion was such that that committee fearful of the failure of the campaign for the startling large sum needed put through a general salary cut.

The Cleveland cut is a flat 10 per cent of the amount by which each salary exceeds $1200 a year. Thus a worker receiving $150 a month is reduced by $5 a month, 10 per cent of her salary over $100 a month. The $5000 executive, by the same measure, is cut $31.66 a month. These cuts did not apply to the hospitals since they had already made cuts on their own initiative, varying in amount but considerably deeper than that recommended by the Budget Committee. Some hospitals went so far as to cut 10 per cent in the pay of every employe, big and little, old and young. The hospital salary cuts totaled about $200,000. The salary reductions in agencies other than hospitals represented a total of about $75,000, or 3 per cent of the total payroll of these agencies. Of this, $52,142 is held as a contingent fund with the remainder applied to necessary increases for agency operation.

Action was forced on the Erie, Pa., Community Chest when its campaign fell $50,000 short of its goal. The board of directors promptly and unanimously voted "that all salaries of Community Chest employes be reduced 10 per cent effective November 1, 1931, for the ensuing fiscal year." This action, says A. C. Vicary, president of the chest, "was graciously acquiesced in by the various employes." Chest agencies are now expecting to cut all salaries in the same proportion.

The St. Paul Community Chest in advance of its campaign went on record as being

> in hopes that it will not be necessary to make a cut in the salary budgets of agencies, but it must be clearly understood that no definite assurance in this respect can be given at this time. The Chest would like to maintain its salary schedule because we know it to be low at the present time and because we know that every worker connected with a social agency will be rendering more personal service than ever before. On the other hand salary increases will not be permitted, contractual or otherwise, except in specific cases which the budget committee agrees to: 1. Professional workers receiving less than $1300 a year, 2. A few special reimbursements after a certain date, provided such agreement has been entered into prior to September 21, 1931.

The budget committee of the St. Louis Community Fund, with a good deal of inside pressure for salary revision but little public hue and cry, suspended discussion of cuts but adopted a general policy against increases "though recognizing the possibility of exceptional cases where a formal contract may exist or where peculiar hardship might follow from failure to increase." Such cases as they arise will be considered on their individual merits by the whole committee.

The New Haven Community Chest is another that looked the whole question in the eye and decided that a straight salary cut at this time would be unwise, though "except in unusual circumstances there should be no salary increases chargeable to the Community Chest in 1932." Clinching the budget committee's argument against cutting salaries was the statement:

> Social workers and nurses alike in times like this have to work under a great strain and through long hours of overtime. If salaries remain stable during a period of falling prices the net result is at the most a very modest gain in financial status in a profession where there are no bonuses in good times and no margin for profitable investment, and where, in the majority of instances, provision for old age is extremely difficult.

In Dayton, where wage-cutting and work-stretching has been general in business and industry, the budget committee of the Chest courageously agreed that a uniform cut, especially for case workers, would be "unintelligent and unfair." If public opinion and the necessities of the winter force later action it will, in all probability, be put up to the individual agencies and will not be imposed by the chest. The Y. M. C. A. has already taken independent action forced by the



PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

fact that its income from earnings during the first ten months of the year fell off $44,636 while its 1931 appropriation from the Community Fund was $13,400 less than usual. Its staff accepted on October 15 a graduated reduction running from 1 to 5 per cent on salaries under $150 per month and 10 per cent on salaries over that amount. The total payroll reduction amounts to 9.51 per cent.

Individual agencies in Kansas City have made some salary cuts but no concerted action has been taken by the Charities Fund. Officers of the Fund were vigorously opposed to cuts in advance of the campaign, stating publicly that "there isn't a social worker in the city but is getting less than he should." During the summer, for a period of four months, a majority of the employes of the social-work organizations made special contributions to their agencies amounting to about 4 per cent of their monthly pay checks. This was voluntary and was not approved by some board members. The success of the Kansas City campaign makes it unlikely that the salary question will become an immediate issue.

The Cincinnati Chest has thus far withstood some public agitation for salary cuts, an agitation stimulated somewhat it is said by the news of Cleveland's action. A few agencies, where reduced earnings have contributed to a rising deficit, have taken individual action. The Y. M. C. A. is segregating 10 per cent of its payroll in a reserve fund. Any part of it that is left after the deficit is met will be prorated back to the staff. The Philadelphia Welfare Federation, at this writing in the throes of its campaign, has taken no action on salaries.

THE Pittsburgh Federation of Social Agencies has held its salary scale unchanged. Workers are encouraged but not required to make special contributions to their own agencies in addition to regular contributions to the Welfare Fund. The Federation of Jewish Philanthropies, recently admitted to the Welfare Fund but not receiving moneys from it until 1932, was faced with a rising deficit in the late summer and was obliged to impose general salary reductions. The Public Health Nursing Association reports an increase in "nurse-power" with no corresponding increase in nurse-pay. By working harder and faster the staff increased its number of visits 29 per cent and in a year lowered the unit cost of nursing care to the community from 91 to 80 cents.

Agencies in Boston and Chicago which have no chests and hence no central budgetary control, report few if any cuts. Some Boston societies are in fact allowing increases in the lowest brackets. The state departments are making neither cuts nor increases. Richmond, Va., reports considerable talk but no definite action. The budget committee of the Community Fund and many board members of agencies have expressed themselves as opposed to any general reduction. Workers in Columbus, Ohio, have had no general reduction although a few of the agencies have made cuts. The secretary of the Community Fund has voluntarily reduced his own salary by $500. The board of directors considered a general cut but in view of the low rate prevailing and the mounting burden of work it was decided to postpone discussion to await the outcome of the campaign. Toledo agencies, their funds tied up in closed banks, have been hard put to pay any salaries at all. Heartening in its influence was the action of the board of the Y. W. C. A. which maintained every worker in her status, paid her what it could—one month it was only $10—and carried the rest as a debt to

## Is It Good Business?

By ANNE R. WINSLOW

*President New Haven Visiting Nurse Association*

MANY people are claiming nowadays that because the wages of factory workers have been cut the salaries of social workers should be reduced. Is this sound business or a social fallacy?

Let us consider the typical day of a social worker in these times. On the way to the office, an early call or two on yesterday's cases. At the office, a queue of waiting people. For hours she talks with one after another, her mind alert for significant facts, her emotions taut, her senses sharpened to unravel family situations, to win confidence, to avoid pitfalls. Millions of people out of work,—no work for this one man whose family is suffering, whose savings are gone. She can arrange only temporary relief, a casual day's job here or there, and money—yes, a small amount, enough to keep the family going today. But this man is worried or rebellious, he will be irritable at home, will perhaps develop undesirable emotional patterns, become definitely psychiatric. What can she do that will really help him?

So she sits, hour after hour, facing stark realities in the lives of men, women and children asking for help. She must try to meet the fundamental needs of food, shelter and clothing, to find what meager work there is, to protect the children from emotional imprints and handicaps. And always she must try at whatever cost to herself to give strength and courage to the desperate victims of the economic situation into which they have been helplessly plunged.

Then out of the office into the field goes the social worker. Tramp, tramp, tramp. Luncheon? Not just now. "I can catch Mr. X. at this minute. . . ." Dinner? The same story. It is picked up anywhere, hurried in between a heart-breaking visit to a top-floor tenement and a long conference calling for tact, ingenuity, straight thinking, patience and a constructive plan.

Home, to sleep? Not yet. The mind is still on the job. "Perhaps I should have tried . . . perhaps I didn't quite consider all the circumstances . . . perhaps if I ring the Bureau the first thing in the morning . . ."

How many social workers have spent that day—are spending it now, often? How does it compare with the day of the employe whose work obligations are over when he leaves the factory?

Shall we cut the factory workers? Only economists can say whether it is inevitable or not.

But shall we cut the social workers? We often hear that they have "chosen the work," "are used to it," "ought to be glad to make some sacrifice at this time like everyone else." All true. But at this moment we are hurling work at them and piling heavy responsibilities upon them. Can they stand the strain?

Working long hours and mulling over, long after hours, the desperate problems of people who are depending on them—is not this sufficient sacrifice? Is there a social worker alive today who is on an eight-hour schedule, or a nine-hour schedule, even in states where a minimum working law protects factory workers?

Shall we cut salaries? "The social worker can make sacrifices too." Yes she can, and in some instances she will. She will find a cheaper room and a cheaper restaurant. She will wear her shoes ragged and deny herself a warm coat. She cannot cut down the money she sends home, for her father has lost his job. Run-down, weary and worried she will get a cold and it will hang on and on, and presently she will have to give up. The agency is generous. It will give her sick leave on pay as long as it can. It will pay a substitute worker. It will pay the cost of training in a new worker. . . . It followed the lead of the factories and cut the salaries of its employes.

But was it good business?

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

be paid as soon as funds are released from the closed banks.

New York agencies, where again there is no central budgetary control, have had no widespread slash though many individual instances of cuts are reported. The Federation for the Support of Jewish Philanthropic Societies has considered the issue but has taken no final action. The Federation adopts its budget in early March and holds in the early winter a camqaign to meet the deficit for the current fiscal year. The present campaign for $2,230,000 meets the 1931 budget in which there are no salary reductions. What will happen in 1932 depends on the money-raising prospect when the new agency budgets are being formulated, and that in turn depends on the prospect of the revival of business. If a salary cut becomes absolutely necessary it will probably be as a graduated percentage of all except the lowest wages paid in the ninety-one constituent organizations. The cuts may range from 2½ to 20 per cent, with the higher rates applied to those on a salary-plus-maintenance basis.

The matter of salary changes has been so agitating to the staffs of the agencies affiliated with the Federation that their organization, the Association of Federation Social Workers, called a meeting recently to discuss it. A resolution directed to the executive director and board of trustees of the Federation was adopted protesting vigorously against salary reductions and pointed out the hardships that such reduction would work and the setback to standards and professional progress that it would represent.

In Detroit a good many jobs have already been eliminated and others reduced to a half time basis. With the campaign $600,000 short of its goal curtailment of activities and the elimination of seventy-five to a hundred workers of all kinds is made necessary. Against this dark picture is good news from California. Los Angeles reports no cuts and no eliminations of jobs. In San Francisco "there seems to be no disposition to reduce salaries nor, except in a few instances, to reduce personnel."

The propaganda for every community to care for its own is having a curious reverberation in professional social-work employment. Public departments and private agencies are showing a growing reluctance to employ any but residents. In many cases state residence is not enough; local city residence is demanded.

The American Association of Social Workers sees in the present uncertain salary situation a serious threat to the larger question of standards of personnel and of professional service and urges social workers "to resist the impulse of proposing salary reductions for themselves and their colleagues." It offers in connection with the discussion of staff salaries four factors for consideration:

1. The practical advantage of employing trained social workers has been recognized by agency directors and trustees as the result of long and tested experience. This recognition has been accompanied by a gradual advance in salary standards. Existing standards are notably low however compared with those in corresponding professions. The outstanding and continuing problem is the further advance of professional standards in social work with improved leadership and practice. Maintaining salary standards is essential to working out this central problem.

2. Requirements of social workers in the years immediately ahead are similar to those imposed on the medical and nursing profession at the time of an epidemic. A period of extreme activity is assured making heavy demands on the time, strength and devotion of social workers. Their position is precisely the reverse of occupational groups whose income is reduced in connection with enforced idleness and reduced productivity.

3. There is an active demand for social workers with experience and professional preparation. To carry the increased burden agencies have been required to recruit untrained workers and volunteers, thus imposing especial responsibilities on those equipped to direct and supervise operations. Fancied economies of percentage cuts from salaries of social workers would be poor exchange for the loss sustained by an agency when its trained workers go elsewhere.

4. Special attention is required to salary standards of social workers who have been employed in recent years on a work-training basis. This practice begins with the payment of low salary on the assumption that the worker's usefulness to the agency and the worker's salary will increase concurrently. This relation is looked on as contractual in many agencies.

The most encouraging aspect of the whole salary situation is the stand that financial and budget committees have taken to defend the scale to the last possible ditch. Practically all of these committees have faced the question in one form or another during the past three months. Many of them have been subjected to a good deal of public pressure. But with few exceptions they have been stalwart against blanket reductions imposed on over-burdened and at the best not too well paid personnel.

# Is It Trained Worker vs. Board Member?

By LILLIAN LASER STRAUSS

HAS the trained worker taken the board member's job? The answer is yes, if we are talking of two or three generations ago when social work, fresh from the egg, was dependent on the layman not only for its development and guidance but for its actual doing. No, if we are talking about the year 1931 when the board member who is worth his salt realizes that training is as essential for him as it is for the professional worker. The type of board member who thought himself divinely endowed with all anyone needed to know about social work *has* lost his job—not to the trained professional but to the trained and enlightened layman.

It was only about two generations ago that the board member became aware that the service with which he was concerned could not depend on the good intentions and the accidental time element controlling even the most devoted lay worker, nor could every new recruit be allowed to gain his experience at the expense of the human beings he wished to serve. Out of this realization came by slow stages the trained professional worker, not always in the early years, so very professional nor so very well trained.

Then followed a transition period when our devoted boards of managers found themselves a bit at sea. They had spent their enthusiasm freely in finding and financing professional workers. Now they were a little uncertain about their own position. The young professional had an aura of competence and assurance somewhat disconcerting to the board member. For a time there were frictions and prejudices, now, except for a few hangovers, things of the past. Steadily we have progressed into an era of under-

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

## Volunteers and Trustees

MRS. BERTHOLD STRAUSS writes of the relations of laymen and professionals from a full experience, for she is a member of the board of directors of no less than nine important social and health agencies in Philadelphia: the Babies Hospital, Child Health Society, Health League, Committee for the Study of Pre-School Health, Community Health Center, Committee of Seventy, Mouth Hygiene Association, Juvenile Aid Society and Bryn Mawr Summer School for Women Workers in Industry. Moreover, she is deputy commissioner of health of Cheltenham Township. As another kind of volunteer she has made technical studies of day nurseries, of vocational education and of working mothers of children of school age. She was vice-chairman of the Sub-committee on Health Centers of the White House Conference of last year.

Mrs. Strauss' discussion of whether trained social workers have taken away the board members' jobs is the third in a series of Survey articles on Volunteers and Trustees. In the October Midmonthly Robert W. Kelso asked—and very adequately answered—Why Is a Board of Directors? In the November Mid, Gladys E. H. Hosmer of Concord, Mass., contributed an appraisal of professional and volunteer attitudes under the title, A Volunteer Takes a Look Around. For later issues Mrs. Hosmer has written, The Volunteer in Recreational Therapy; Howard S. Cullman will discuss the application of business principles which should be uppermost in the minds of members of hospital boards; and a spokesman for the Junior League will put forward its devoted and intelligent work in social service.

The Survey would welcome letters or brief articles from subscribers regarding volunteer workers. In particular it would give a cordial reading to any manuscript of a volunteer worker giving her day-by-day experiences in a social agency.

standing with both the professional worker and the board members fully aware that each must complement and supplement the other if the common objective is to be gained.

At the very root of the partnership between staff and board is training for both and a mutual understanding. Just as certainly as the paid worker is trained for his task, so must the board member be trained, though in different ways and for different functions. How can a board possibly push forward constructive policies if its individual members lack a precise knowledge of the day-by-day working methods of the organization? How can a board of directors otherwise hope to retain the respect and the services of a highly skilled staff? Until our social intelligence and conscienciousness weed out indifferent and ignorant board members from positions of trust our whole structure of social service is weak and in danger.

Granting, as we must, the necessity for board members alert, informed and competent in their stewardship, how shall we get them? Except in a few instances where we require a particular kind of help from a particular individual, volunteer service is, I firmly believe, the safest and surest means of educating and training prospective board members.

Never has there been so large a number of volunteers actively engaged in every type of social work as there is today. And never has there been so definite and clear a realization that volunteers, if they are to be of any real value, must subject themselves to training. The professional social worker is not even thinking of crowding out lay workers. On the contrary he is deeply concerned with how to catch them, how to prepare them and how to hold them. The organization which catches, trains and holds volunteers has found the way to the building of a successful board, its members co-partners with the staff in serving and interpreting the purposes of the organization.

It is a temptation here to digress into details of successful projects for the training and use of volunteers. Every city can point to an example. Of course this places a burden on the professional staff. Selected work must be ready for the volunteer and supervision provided, his capacities must be developed, his point of view considered and his activities directed into forms that challenge his interest. And all of this must be fitted into the already crowded program of the regular staff. But there are few executives who do not consider the result well worth the effort, few who do not count themselves at fault unless they can attract and hold the continuing and deepening interest of volunteers.

FROM this body of trained and educated volunteers come our most expert board members, but I personally do not feel that apprenticeship as a volunteer need always be a prerequisite for board membership. The service in most social agencies is so varied that it needs the focus of several kinds of trained vision. The business man, the doctor and the lawyer are quite as necessary as the man or woman with direct agency experience. These professionals from other fields, it should be added, are more willing to give their time and attention to the affairs of social work when they realize that there is a professional staff equipped and eager to assimilate their ideas and to make use of them.

Now, assuming that we have learned how to choose a board, trained, continuously interested, with varied points of view and stimulating differences of opinion, what shall we do to realize the maximum return from their capacity?

To finance the work in hand has always been the obligation of boards of directors, but in these days of federations and community chests this direct obligation is greatly diminished. Nevertheless the board member of any agency still retains as a primary duty a responsibility for the needs of the entire community. Welfare federations are financed not for themselves but for all the agencies that make up the whole. It is the duty of every board member of every organization to interpret its work, its methods and its needs to the giving public. Budget-making, later to be scrutinized by the central budget committee of the federation, offers a test to the board member and forces him to understand and to be able to defend every policy and every dollar's expenditure.

This continuous evaluation, this explaining of what must be done as methods and standards change, must come from the lay group which has first-hand contact with the work and a fervent belief in it. Every board member must be a preacher of the gospel of the service of his organization and of the needs of the community. In no better way can the public be kept aware of the constant requirements of a social program. Equally the tempo of the public must be interpreted again and again by the board to the professional staff. Rarely can drastic changes or new standards be forwarded more rapidly that a reasonably large public can understand and accept them. The professional worker, rightly absorbed in his task, cannot always feel this public pulse and must depend on his board to count it for him.

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

This of course is a broad aspect of board member usefulness. When it comes to more direct participation in agency work I believe that there is almost no type of service in which the trained, effective board member, with the common sense which enables him to understand the problems of every-day life and their implications, cannot share directly. I should say that this is true even in some types of case work, that frequent bone of contention between those who believe that the lay worker should keep hands off and those who believe that first-hand contact with the individual case is a logical part of board membership. The board member who has accepted training, who abides by the policies of the organization, who submits to the same office discipline as the paid worker, who is capable of utilizing community resources for the case and who understands and follows established case-work routines, can and should handle cases in so far as his time limitations meet the requirements of the organization and the needs of the client.

That rare and sympathetic personality which understands the need of the client and has the judgment and the foresight of the case worker is difficult to find either in the average case worker or the average board member. My point is that when the board member has this exceptional ability there is no reason why it should not be used on direct case contacts. But the board of directors must understand that the assimilation of part-time laymen for case work necessitates more paid supervision just as any increase in the paid staff would require it. And let me emphasize again that the board member who expects to offer this type of service must set for himself that same standard of education and devotion, responsibility and thoroughness that he demands from the paid worker.

We still have not touched on that most useful and practical service of the intelligent board member—the contribution of his seasoned judgment to committee work. There are in most well set up organizations many kinds of committees engaged in specific projects—research, case consultation, purchasing, legislation, staff and lay education, publicity, inter-agency cooperation and the like. All of these committees afford an outlet for the best kind of board member interest and activity and may absorb many volunteers who gain much organization experience through the contact.

Social service as well as every other public activity can best be carried forward when experts are responsible to a critical lay group. The board of directors of a social agency is such a group. Every director cannot see every activity at first hand. He must have confidence in the interpretation of the professional who is in charge of the work and who on his part must keep agency activities and needs clearly before his directors and must welcome their critical examination and appraisal of his methods and results.

We demand of the paid expert whom we place at the head of our organization long training, precise knowledge, high ideals and great personal devotion. We pay him too often less than his ability should command. Shall we ask him to do continuous case work on socially illiterate board members? That is unfair to him and more than unfair to the supporting public whom we represent. We board members must give to the agency exactly the qualities we demand from the expert. For the executive cannot work without a trained and intelligent board any more than the board can function without a trained and intelligent executive. Each gives leadership to the other and shares with the other a common responsibility. The trained worker has not taken our job, rather he has widened and deepened it and given it new values and new challenges.

# The Aftermath of Sheppard-Towner

By ADA M. BARNETT

*Press Secretary National League of Women Voters*

As the seventy-second Congress convenes for what promises to be the most spirited session since the World War, headlines on the moratorium of foreign debts, navy appropriations, disarmament and unemployment relief inform newspaper readers in every country that Senate and House are grappling with great problems. But one bill to be introduced early in the session will receive few headlines although it means life or death to thousands. The object of that bill is to stimulate and assist the states to provide means of saving the lives of more than a quarter of a million mothers and infants who are dying each year for want of care. It deals with a problem which is "always with us," but to the factors which cause babies and mothers to die in years of normal economic activity must this year be added the distressing conditions accompanying economic depression.

Since the expiration in 1929 of the Sheppard-Towner Act, which for seven years enabled the federal government and the states to cooperate in the protection of motherhood and childhood, each state has been left alone with this problem. Investigations made by the National League of Women Voters during the summer of 1931 show that while some states are keeping up the work they started with federal aid and encouragement, others are not. A comparison of the appropriations made by state legislatures for the fiscal year 1931-32 with the total of state appropriations in 1928 plus the federal aid accepted under the Sheppard-Towner Act, indicated that work so propitiously begun has declined seriously. Less than one third of the states make an appropriation for maternity and infancy hygiene as such, and since there now is no federal aid which calls for accurate accounting, few states keep adequate records of the proportion of the appropriation to the state health department which is spent for maternity and infancy work. Approximate figures, however, reveal that in 1932 only twenty-one states will carry on a maternity and infancy program approximately equal to or slightly exceeding the program they conducted under the Sheppard-Towner Act; nine states will carry on a program apparently equal to one half or more of the program of 1928; twelve states and Hawaii will do less than half; three states have no appropriation available for maternity and infancy hygiene work and the state health officer does not report any work of this sort done under any other appropriation. Connecticut, Illinois and Massa-

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

chusetts, which did not accept the provisions of the Sheppard-Towner Act, are not included in this comparison.

The fundamental object of the cooperative program was to secure an appreciation among women of what constitutes good prenatal, obstetrical and infant care and to make available adequate community resources so that women may have the type of care they need. Letters from grateful mothers to nurses or health officers show how its help reached simple homes and remote places:

Dear Friend: I must say friend, I feel that way towards you. I am writing this short note to say *thank you* for your nice letters you sent me which were such a great help to me and I only wish more women would get those splendid letters.

Dear Friends at Division of Child Hygiene: I will write you folks a letter and thank you very many times for the help of your letters. I sure was glad to get them. I have learned many things out of them. I hope that you are helping all your many other ladies. We have received a wonderful baby girl of which we are very proud of.... Must quit and say goodby and good luck to you folks. Thank you again for what you have done.

I feel that it is due to your letters that my second baby lived. The first one did not live many hours and I realize that it was because I knew nothing about caring for myself.

Although work done in some states greatly exceeded that in others, each state shared alike the stimulation and the practical assistance of the division of the Children's Bureau administering the Act. Conferences of directors of cooperating states in which methods of work were discussed in the light of achievements, resulted in the development of a cooperative and coordinated program, and behind it a single purpose and a single administrative direction. At the head was a woman who because of the fact-finding resources of the Children's Bureau knew the needs of mothers in every section of the country and meeting those needs was her first concern in the administration of the act. Equipped with information on the social, medical and educational aspects of the problem the Children's Bureau possessed the vision and capacity as well as the leadership to deal with it. The resulting country-wide program not only demonstrated the usefulness of federal, state and local cooperation for the education of parents in child care and in promoting the subject of child health, but actually produced visible results in the reduction of the infant-mortality rate.

FROM doctors and social workers in places as widely scattered as Louisiana, Colorado, Idaho, Utah, Hawaii and Nebraska letters have come deploring the retardation of maternity and infancy work because of diminished funds. But perhaps even more significant are the observations which lead to the conclusion that since federal leadership and cooperation have ceased state appropriations ostensibly intended for maternity and infancy work are often directed to others of the long list of health activities (for which state boards of health and county units carry responsibility) which however worthy should be supported by their own funds.

Nutrition clinics for school children, the work of weighing and measuring in the schools, yield more numerous and more popular results than a prenatal clinic in the interior of some backward county. A dental campaign in the schools with all its accompanying spectacular posters, publicity and contests is easier than careful, every-day work to educate mothers to the need for proper care during all the stages of bearing and rearing children to the school age. The head of the Division of Child Hygiene in the Department of Health of one state frankly states in a letter to the League of Women Voters of that state:

Our budget requirements naturally no longer need to be submitted to the Children's Bureau and the Division is not so strictly limited in the scope of its work. Under the federal law we were limited to a program dealing with mothers, expectant mothers, infants and children of pre-school age. We may now work with school children if we desire.

A nurse from a county in another state is reported to have said that maternity and infancy hygiene work meets with little encouragement from the director of the state health department because "it is impossible to save forty and fifty mothers a day."

The American Child Health Association and the Maternity Center Association after a special study of the maternal and infant hygiene work done in fourteen states under the Sheppard-Towner Act reported to the National League of Women Voters that even then "it is significant that every state shows a greater service in child health work than in maternal health work. It is the easier problem to deal with."

YET the White House Conference on Child Health and Protection, recognizing the importance of maternal and infant hygiene, asks in Article IV of the Children's Charter: "For every child full preparation for his birth, his mother receiving prenatal, natal, and postnatal care; and the establishment of such protective measures as will make child bearing safer."

Opportunities for many types of public-health work are conspicuously manifest but opportunities for maternity and infancy hygiene need to be discovered. The definite allocation of funds for that purpose, a check on the expenditures of these funds, the formation of specific standards and goals and the stimulation and assistance resulting from a federal administrative agency is needed if the nation-wide program begun under the Sheppard-Towner Act is to cover the ground lost in the last two and one half years and to go steadily forward.

From the health officer of a state which is carrying on a full maternity and infancy hygiene program comes this:

The mere appropriation of the money by the state does not answer our problem anything like so effectively as it would even with a smaller appropriation if we had the cooperation of the Children's Bureau. The prestige of this effective organization, under Miss Abbott's fine leadership, gives a feeling of confidence on the part of those who know about her and it that money cannot buy. From the intimate acquaintance I had with the program in every state, I do not think any movement was ever organized which affected not only every state but practically every community in the nation but which so carefully preserved the autonomy of the state and the control of the municipalities and counties in the program. The constructive work of the Children's Bureau in making each of us acquainted with what was being done by everybody else, their fine interpretation and appreciation in the differing programs and their statistical studies of results, have all been of immeasurable benefit.

I am more and more impressed with the necessity for the continuation of this work on a national scale. Each mother is a local problem and always will be, but the knowledge that will save each one of them can only be made available everywhere when the best methods can be spread to every community.

Leading social workers, physicians and women's groups believe that only by the enactment of legislation by the present Congress will that be possible.

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

# Three Snapshots in Germany

By a TRAVELING SOCIAL WORKER

THE express, the cleanliness of which had been assured by a number of women attendants who at regular intervals ever since the moment of our departure had passed along the corridor armed with brushes and polishing cloths, steams punctually into the spacious terminal station, itself a model of order and methodical neatness. Within the next few minutes a comfortable taxi sets me down at the entrance of the hotel, where no trouble has been spared to meet the requirements of even the most exacting visitor. On my way up through the grounds, I am struck by the beauty of the trees, the lawns and flower-beds which bear cheerful testimony to the scrupulous care bestowed on them. Later, as I visit the town hall, the law courts, the schools, libraries, hospitals, baths and swimming baths, the stadium and the recently completed workers' settlements, all of which show the influence of modern architectural design, my attention is arrested by the technical perfection of their organization combined with the refinement and orderliness which assert themselves as the dominant feature of present-day Germany. The streetcars seem to be freshly painted and varnished. Railway employes, car conductors, policemen and postmen are wearing spotless uniforms; they are, moreover, the only uniforms one sees in the streets, for the officers and soldiers who in pre-war days seemed to be everywhere, have completely disappeared.

To the casual and uninformed observer, the setting remains unchanged, but . . .

During the train journey, I noticed on each side of the line innumerable factories and workshops the grimy windows of which betrayed the fact that life and activity within had come to a standstill many weeks or even months ago.

Not a soul is to be seen in the first-class and few in second-class coaches—all ranks of society now travel third.

More than half the seats in the picture-houses are empty. An important athletic meeting was recently abandoned as it was found that up to the day before that fixed for the opening ceremony only three tickets had been sold.

Practically every house and apartment located in the wealthy residential quarter displays a board bearing the words, "To be let or sold."

In the *Bierhallen,* the "quarters" of beer, formerly served only to children, have ousted the once popular "halves" and the waiter is no longer surprised when customers refrain from making second calls on his services.

Luxury articles have been withdrawn from the shop windows, where bills announcing reductions and bargain sales are posted in a desperate endeavor to speed up the sale of third-rate goods. Florists' and jewelry shops are extremely few and far between and quite difficult to find. Privately owned automobiles are about as scarce as they were twenty-five years ago.

Many children are thin and wan; the people one passes in the street have a worn look of patient submission as they move about silently.

Gone is that atmosphere associated with the healthy enjoyment of life; that cheerful good-spiritedness which formerly expressed the vitality of the German people. Care and anxiety are to be read on every face.

IN a spacious room on the groundfloor of a grey building stands a row of deal tables and benches. Two hundred unemployed present their meal tickets, issued to them by an emergency committee and form up in a long queue for a bowl of soup and a ration of bread which they eat slowly, silently, with scarcely a movement. Two hours later they may still be seen seated at their tables, some reading a book, a magazine or a newspaper borrowed from the library. Certain of their number evidently do not belong to the working class; they are either salesmen or office workers. All of them are clean and neatly dressed in spite of the obvious limitations of their wardrobes.

In a smaller room adjoining a class in sewing and mending is being held for unemployed girls, their attendance being compulsory by order of the Labor Exchange.

Penetrating further into the building we come to the kitchen, the service of which is in the hands of unemployed women who in their spare time attend a course of instruction in domestic economy. Every day the local bakers send their unsold bread to this kitchen, while other supplies are delivered at cost by butchers, grocers and fruiterers. A few gifts in kind are contributed by those villages where living is still relatively cheap. Working expenses, which are heavy, are borne by an emergency committee supported by the Red Cross, non-sectarian institutions, Protestant, Catholic and Hebrew organizations and workers' relief agencies. Such generosity however is nearing exhaustion, for on all sides funds are running low and we may well ask ourselves how these people expect to get through the winter.

THE first floor of an unpretentious dwelling, converted into a sort of family boarding-house and furnished with objects remarkable for their extraordinary variety and old-time quaintness. The "boarding-house" is, in fact, a home organized by the Red Cross for the "new poor," in other words, a home for women who have known what it is to live if not in luxury at least in comfort and who now have naught but the meager income derived from the government pension given in exchange for bonds that have lost all market value. The furniture which we see standing in the rooms and encumbering the corridors represents what these poor, white-haired women either wished to keep or were unable to sell. Morning and evening, each prepares a frugal meal consisting generally of some substitute for coffee and a slice or two of bread thinly smeared with margarine. At midday the cook employed in the home serves a modest dinner, which the inmates eat in silence, scarcely daring to raise their eyes, thinking no doubt of the days when they had servants of their own, when they were mistresses of comfortable, well-to-do houses, receiving guests of note and leaving town every year for their holidays; in those days, life for them was synonymous with independence.



PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

But they put up a good fight before surrendering! Through the agency of the Red Cross they found persons abroad who were willing to purchase their silver and jewelry, belongings which perhaps had been treasured by the family for more than a hundred years. They disposed of everything in the way of furniture, carpets and works of art that was of marketable value in order to ensure a few more months of existence. They took up sewing, knitting and embroidery in the municipal workroom but very soon it became impossible to sell the articles they had made. Some sought household work, just at the time when so many families could no longer afford to keep a servant. Every week, groceries were left at their doors by an anonymous benefactor; none of them knew that it was the Red Cross which was ordering these supplies and paying the bills. Lastly, once a month, they would find in their letter-box an envelope which did not bear even the Red Cross stamp but which contained a fifty-mark note. And then came the time when there was nothing left for them to do but to give up their small lodgings where, notwithstanding the hardship and privation they had endured, they at least felt at home, and to seek admission to the Red Cross Home, the last stage in their sad struggle against social downfall.

# The Shame of the Cities

By CHARLES S. ASCHER

IN the final joint session of the five organizations participating in the annual National Conference on Government held last month in Buffalo, N. Y., Lincoln Steffens, after long absence abroad and preoccupation in other fields, returned to discuss The Shame of the Cities and What Came of It. He expounded his natural law of corruption: that it is not bad men who corrupt government, but those agencies which stand to profit by the special privileges which government has to give. He pleaded for more Gallic political realism and less Anglo-Saxon morality—not so much of "good" men and "bad" men. He prophesied that the destiny of this country in the Age of Technology would be shaped by those true captains of industry who had learned to rely upon the laboratory, research, planning—men flexible enough to scrap last year's model when experiment produced a better.

The National Conference on Government (N. B., not "good" government) must have shown Mr. Steffens that something *has* come of The Shame of the Cities. He could have dropped in at any of twenty round tables during the three days to see captains of government assembled with their technicians, listening to reports from the laboratories and making blueprints for 1933 models. A committee of the National Municipal League—city managers and research men—drafting a model administrative code. Reports to the National Association of Civic Secretaries from cities where the nonpartisan ballot has been in use.

Does it work? Some say Yes, some No. Why? A promising experiment seems to have jammed. Only the week before, the fourth assault on the city-manager plan and proportional representation in Cleveland had stalled it. The Proportional Representation League heard William R. Hopkins, former city manager and councilman-elect, explain why, and prophesy that one term under the old machinery would be enough for Cleveland.

The most pregnant session, though perhaps the least sensational, was held by the group of technicians of the Governmental Research Association discussing the work of the National Committee on Municipal Standards in installing in half-a-dozen cities uniform systems of cost-accounting, record-keeping and work programs in the departments of public works, affecting particularly street sanitation. In Troy, N. Y., Brunswick, Ga., Kenosha, Wis., the voters, councilmen and administrative officers all know how much work they should and do get from a man or a machine. This branch of municipal service has been withdrawn from the field of opinion. It can not be capitalized for partisanship; it is no longer political material.

Interestingly the conference showed this spirit of technology at work even in the province of policy determination. Members of the American Legislators Association from California and New York discussed improvements in the rules of procedure of legislative committees (where so much of the real work of legislation is now done) so as to bring about greater efficiency, responsibility, democracy. For the first time this Association brought together from many states the legislative draftsmen, the technical consultants who try to eliminate obscurity, inconsistency and unconstitutionality from proposed laws.

With this emphasis on technology necessarily comes some of the Gallic spirit which Mr. Steffens preached. Here, for the first time, the Association of Legislators and Civic Secretaries joined in a frank discussion of "the strategy of legislation." I heard chairmen of important legislative committees tell openly professed lobbyists the road to the legislator's heart; I heard lobbyists tell how they brought pressure to bear on legislators. I heard one legislator warn the lobbyists that in his state they had better see the political leader first if they wanted action.

THE conference proposed no talisman to extirpate special privilege. It may be, as was said, that special privilege no longer corrupts municipalities so much because it now seeks to corrupt the national government. But the discussions suggested these thoughts. First: As David Lawrence stated in a pointed talk on Recent Trends in Government, government today is less and less an instrument for dispensing privilege to special groups. It is becoming a great service institution to distribute to the many the benefits which formerly accrued to the few. There will be conflicts here. Throughout the conference was heard the cry that this or that group could not carry its tax burden. But equally firm was the voice of the welfare officials: the people of this country expect their governments to serve them, and serve them doubly in this time of depression.

Second: National partisanship is one of the most insidious causes of corruption in municipal government. The use of local office to reward work for a national party inevitably ends in the use of municipal funds for private ends from which even the national party suffers. The only party in local elections should be a municipal party.

Last: As branch after branch of municipal service is put upon a basis of technology and professionalism, as standards and management come in, special privilege is driven into the open. That is why corruption today must resort to propaganda more than bribery; the battle is now in the field of public opinion. We may not know who will win, but that is a game two can play.

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

# Nurse Plus Psychiatric Social Worker

By ELIZABETH G. FOX, R.N.
*Executive Director Visiting Nurse Association of New Haven, Conn.*

FOR one public-health nurse who understands the emotional implications in a family's situation and is wise in dealing with them, I fear that there are ten who scold or dictate or mildly threaten, or apply some set formula, or agree with the patient because that is the easiest road to take, or give up the family in despair with the complaint that they are uncooperative. Nurses do not wilfully choose these crude and unfortunate methods, but they haven't had a chance to get the insight into human nature which their work requires or the technique of dealing with human beings. Their failures in understanding are complicated by harmful patterns which have been laid down in their minds during student days, some of them doubtless necessary, others a device to expedite the work of the hospital.

Our student nurses are trained in the beginning to obey. They may not give a quarter of morphine when an eighth has been ordered, no matter how much they may think the larger dose is needed. They may not substitute cascara for castor oil if the patient says that she has never been able to keep castor oil down and knows that she can't now. Orders are orders and must be obeyed precisely and without question. Undoubtedly the rule of obedience is absolutely necessary. Yet too often it crushes the student nurse's curiosity and her powers of observation and of critical evaluation and these are three qualities vitally important in the work of the public-health nurse.

The student nurse is trained to follow an exact routine and precise regulations. A hypodermic must be given according to a set technique without variation. Ward procedures must be carried out in a given way at a given time. Even the linen must be stacked according to a prescribed design. This rule of routine stultifies ability to plan and manage and makes a nurse dependent upon a set method which does not require thinking. Consequently, when she gets out in a public-health district, we find her demanding set formulae which she can repeat like a parrot in one home after another: "eight hours of sleep, six glasses of water a day," and the like. If we tell her that there are no sacrosanct health principles and that each individual has individual hygienic requirements she is completely lost. If we tell her to make a visit once a month to each of her prenatal patients, she is satisfied; that is a rule she can follow without thinking. But if we tell her that she must use her own judgment, that one case may require a daily visit while another does not need to be seen more often than once in three or four weeks, she is at sea. She hasn't been in the habit of using her own judgment and so her mind creaks when such a strain is put upon it. Inability to plan and manage for one's self on the basis of good individual judgment and the habit of taking responsibility is one of the most grievous handicaps which confronts public-health nursing.

From the beginning, the student is trained to take orders. When the role is reversed in her relation to the patient her sense of importance goes to her head. She transfers to the patient the method that has been used on her and orders the patient to do thus and so with a considerable air of omniscience and authority, without stooping to explain. This method may seem to work in the hospital where the patient is in bed and powerless to rebel, but when the nurse tries to apply it in the district she "comes a cropper." Here the patient does not have to obey. When he raises objections, superstitions, prejudices, ideas of his own, or when the family and the neighbors insist that their ways are as sound as those the nurse is recommending, she is bewildered. No one has taught her any other technique of getting things done. She misses her cue to teach and even if she recognizes it, she hasn't learned how to teach.

In the hospital visitors are a nuisance. They bring soup and eggs and fruit which have to be carted off to the refrigerator and later fixed up for them. They bring flowers and other things which have to be taken care of. They get the chairs out of position and the beds mussed up, and generally produce disorder. They put ideas into the patient's head which are contrary to those of the hospital and get him all unsettled. They are a nuisance. And this attitude is understandable when one realizes that too often there are only one or two nurses on duty during visiting hours, who have far more to do than they can accomplish. They have no time to bother with the patient's family.

BUT if the visiting nurse disregards the family she might just as well turn in her bag and try some other job. Whatever is to be done must have the approval of the family from the dog up. Indeed, the visiting nurse who has not learned the technique of making friends with a watch-dog never even gets inside the door of many of her homes. And inside is the grandmother with nineteenth-century ideas who has no use for this young chit with her new-fangled notions.

In the hospital the patient is a case—a case of typhoid, pneumonia, a cardiac, an arthritic. Hence the nurse thinks of public health as an attack on the physical causes of disease—bacteria, polluted water, lack of sleep and the like. She has to learn that there are other equally important causes of disease—maladjusted personalities, emotional strains.

As nurses we have felt it necessary to maintain discipline through the means of the military methods of rank and the power of rank. We also have had to fight so long to gain a dignified status for our profession that we have taken on a defensive attitude and are always on the watch for violations of our professional rights and dignity. Those of us who have been in the public-health field many years have been distressed by the tragic failure of many nurses in executive and supervisory positions. They may have the latest methods at their fingertips—to use a slang phrase, they know their onions—but they haven't learned the art of working with other people. They have been trained to rely on the authority of rank, but now they are dealing with doctors, social workers, teachers, public officers and others whose cooperation is not won by command or by insistence on professional rights, but rather by the most delicate arts of under-



PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

standing, sympathy and persuasion. They leave one position after another because professional relationships get in a hopeless jam. I know that probably their difficulties are largely due to psychic injuries in childhood, harmful relationships with parents, with brothers and sisters or playmates. But I sometimes wonder if the hospital does not put the final touch on their maladjustment through breeding in them reliance on authority, on rank, and on professional rights.

To solve some of these problems and avoid some of the patterns which must be ironed out and supplanted before a nurse can become a good public-health nurse, I believe a psychiatric social worker should be made a member of the faculty of every school of nursing and should have a free hand to introduce mental hygiene throughout the curriculum and the practice of the hospital.

I for one will never take another position where I shall not have a psychiatric social worker at my elbow. My opinion is based not on imagination but on the actual happenings in my own association where we have had such a worker for two years. I would divide her possibilities into two fields —first that of helping the faculty of a nursing school, and second that of helping the students.

UNDER the heading of helping the faculty, I would list four ways. First and of most vital importance, she can help them to understand themselves and the student nurses as individuals. A few are good judges of people. The majority of us are not. Because she can give us greater insight into the causes behind personality, more objective and scientific standards of judgment, and can thus help us enormously in our relationships with each other, a psychiatric social worker in this one field alone is worth her salary.

Second, she can help us to learn how to lead. Though many of our great leaders have known by instinct, for most of us leadership depends on training quite as much as on intuition. But how little training we have! Instead, when we receive a responsible post we say to ourselves, "Now I am a leader and I must lead," and fall back on vague ideals. We have little understanding of the tools of leadership. For instance, when and where and to what extent should we show sympathy? When should we praise and how? When and how should we resort to correction? Should we ever use rewards? Is punishment ever necessary and if so in what form and by whom administered? If the student displays admiration for us, should we use that to feed our vanity (it is more or less human nature to do so) or should we use it to help her reach a higher level than ourselves? If she has ambition, how can we train it away from egotistical ends into altruistic ends? How often have we worried about these things realizing that we were working more or less in the dark. How often have we failed because with the best intentions we have chosen the wrong methods.

Third, a psychiatric social worker may help us learn how to teach, in order to awaken curiosity, stimulate thought, develop analysis and judgment, in order; in other words to create those very qualities of mind which our patterns tend to destroy. Finally, she may help us to study these very patterns which tend to cripple and to discover ways of compensating for them so that the nurses will develop initiative, independence and self-control.

To the student nurses, a psychiatric social worker could be of help, I think, in three ways:

First, by teaching them from the very beginning to understand human nature, using the hospital for this purpose. For instance, the state of mind of the patient coming to a hospital for the first time; the guidance of parents visiting their children in the children's ward; the way to help a patient about to be operated upon to overcome her fear, which may be more dangerous than the operation itself; the training of the children in the children's ward; the emotional suffering of the unmarried mother; the breaking of the news to a patient that he has tuberculosis or inoperable cancer; the difference between peoples of different races and so on through hundreds of situations which are rich material for the study of mental and emotional states.

Second, by teaching the relation of the mind to the body, of the emotions on the functioning of the body. A well known psychiatrist has quoted a cardiac specialist as saying that 50 per cent of the problem in cardiacs is emotional, and a great stomach specialist as saying that 50 per cent of the problem in gastroenteritis is emotional, and a specialist in internal medicine as saying that 40 per cent of internal medicine is psychological, not physical. For years we have been trained to cure the body and only now are we beginning to realize that half the cure concerns the mind and emotions.

Third, she may increase their insight through individual consultations. They may bring to her their cases for discussion. She may help them to understand the processes of self-government which we find so difficult in the hospital. They may bring her their own problems. She can be of great value as a vocational guide.

We now are endeavoring to include in the training of nurses a period of experience in the psychiatric hospital and lectures in psychiatric nursing. To be sure, students who are going to specialize in the field of psychiatric nursing need just this instruction and experience, but I wonder if the great majority do not need far more an understanding of mental hygiene—that is, more or less normal problems of personality, rather than a knowledge of outright mental disease. If we cannot have both, I wonder if the community would not be served best by choosing for the majority of nurses mental hygiene rather than psychiatry and using the time and money which would be required for a psychiatric affiliation to provide a psychiatric social worker as a member of the faculty. Were this to be done, I believe that many of our most difficult problems in nursing would be on the way to solution.

# The Hospital

By ETHEL ROMIG FULLER

Misery lives beneath this roof—
There is antiseptic proof!—
Misery in a straight bedgown,
Hair, sweat-dank, hanging down.
Yet mercy walks at misery's side—
Misery on a stretcher-ride—
In rubber gloves and spotless garb,
To pull the sting from misery's barb;
Compassionately stilling moans,
The agony of flesh and bones
With Lethe poured through gauzy cones;
Quickening with a hypo's prick
The waning flame in life's short wick,
And, if misery's victim dies,
Draws silken shades on marble eyes.

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

# Doctoring in Vermont

By MARY ROSS

VERMONTERS average a "spendable income" of $753 a year apiece. Of this they pay $21 annually for the care of health, according to estimates by the Committee on the Costs of Medical Care on the basis of a survey recently published.[1] The state's annual outlay for its public and private health is in the neighborhood of $7,625,000 of which about 31 per cent goes to the doctors, for their services and the drugs and medicines they dispense; 27 per cent for other drugs and medicines; a little more than 18 per cent to hospitals; 8.7 per cent to nurses, 7.4 to dentists, while chiropractors, public health, and "osteopaths and optometrists" get about the same amounts, having respective percentages of 2.6, 2.4, and 2.3 apiece. Doctors have average net incomes of about $4310; dentists, of $4187; graduate nurses average $1100 a year and practical nurses $563, not counting the maintenance they have while on a case. Osteopaths top the doctors with an average of $4454; chiropractors fall well below them with $2164; the average income of three of the fourteen full-time chiropodists in the state is $1040.

Such, in brief, is the ledger of medical costs as the Committee finds it in the first complete study we have of the medical facilities of a state. The figures, however, give only a frame within which the report sketches their meaning in terms of the satisfactions they spell for the patients of Vermont, actual or potential, and the corps of some thirty-three hundred persons engaged professionally within the state in the care of the sick. That picture is rather dark.

There are enough doctors to serve the needs of the population, the surveyors found, but the needs are not met. Throughout the state the cost of the doctor to families in outlying districts often prevents or postpones a needed call. Doctors sit idle for an appreciable part of their time and patients go without care. Doctors in the rural communities often practice without benefit of a hospital; most of them make little use of modern laboratory procedures, and as in most parts of the United States, their work is almost entirely concerned with cure and not with prevention.

Though doctors give a great deal of free service, the survey shows that the poor do not receive the care they need. On the other hand neither doctors, dentists nor nurses receive by and large financial returns satisfactory for professional workers. For 44 per cent of the doctors the net income was less than $3000 a year. With limited incomes the doctors, especially those in the sparsely settled sections, cannot get away to do postgraduate work; many of them are older men, graduated when medical standards were lower than they are at the present time, and many of them did not have an opportunity to serve a hospital interneship. "The conclusion is warranted that the rural inhabitants of the state are receiving medical care that is not of high quality." Graduate nurses spend a considerable part of their year waiting for work, and are in competition with the practical nurses whose salaries are less and whose duties often include housework. "There is apparently an over-supply of nurses with a consequent decline in morale and enthusiasm on the part of graduate nurses who, after spending three years in training, find themselves unable to earn a satisfactory livelihood."

Hospitals apparently have enough beds for the needs of the state though there are lacks in certain specific services, such as preventoria for the tuberculous, but they do not run to their full capacity. There has been no sound or balanced planning of hospital development. The lack of clinics or outpatient services in connection with the hospitals shows that either the doctors are treating without charge the patients who would be clinic clients in the large cities, or that these ambulatory patients who cannot afford private doctors' fees are going without care.

Public-health services are seriously inadequate in a number of fields, especially those dealing with the prevention of illness and the funds available are "woefully inadequate" to bring them up to reasonable good practice. The survey contrasts the 31 cents per capita spent by Vermonters for public health each year with the $2.45 per capita paid out by the state for the care of nervous and mental patients and the feebleminded.

AND, as a final discouraging item, the survey estimates that of the money actually paid out each year for all care of health, "at least 30 per cent is comparatively useless because spent for self-medication or inferior practitioners." "If the public could be educated to spend its money more intelligently, some of its medical problems would be solved."

The problems of Vermont, though those of a predominantly rural state, are presumed to apply to most sections of the United States outside of the large cities. Summing up his first-hand experience from the point of view of an economist, the author of the report points out that for people with a large income, medical problems are relatively few; he believes that the greatest sufferers are not the "truly indigent" but people of small resources who try desperately to maintain financial independence. "Because they are unable to pay a doctor or dentist or because they find that medical care can only be paid for at the cost of other necessities of living, they postpone seeking medical advice and attention. Perhaps when they do ask for the services of practitioners they are refused attention if a bill for a previous illness is still unpaid."

But obviously the need is there—and in reasonable measure the resources are at hand. Few children are immunized against diphtheria, for example, and many doctors sit in their offices with the skill, the time and the materials to do the service. What is lacking is what Mr. Peebles calls the "cash nexus."

It may be argued, he adds, that an average expenditure of $85 a family a year is not a large outlay. That average, however, which levels up to the families who spent little or nothing and those who spent hundreds, indicates in no way

[1] A Survey of the Medical Facilities of the State of Vermont: 1930, by Allon Peebles. Publications of the Committee on the Costs of Medical Care: No. 13. University of Chicago Press. Price $1 postpaid of The Survey.



PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

the financial burden on the group of people who actually were ill. Among a group of families studied in detail it was found that 90 per cent of the total costs was borne by 50 per cent of the families.

Within the limits of the money spent at present, he believes that "education of the people to a clearer understanding of the prevention of illness, the danger and wastefulness of self-medication, and the intelligent use of existing medical facilities would vastly improve the general quality of medical care."

Fuller appreciation and wide support of public-health work, with full-time county health service, would help bring the resources of scientific preventive medicine to a higher standard. Outpatient services in the hospitals, with the same fees charged at present in private practice, might be used in a cooperative organization of medical service, whereby the doctors, working together, could get x-ray service, diagnostic laboratory services and the like which they cannot supply in their own offices under the present individualistic system, thus ensuring better care for the patient and greater satisfaction and at the same time possibly a higher *net* income to the doctors.

Finally, he believes, the solution of the uneven costs of illness might be spread by taxation or insurance. A Vermont county might experiment with the "municipal doctor" system which has been used successfully in rural Saskatchewan (see The Survey, January 1, 1930, p. 40) where the doctor and sometimes the hospital is supported wholly or in part out of tax funds and available to any taxpayer at need, like the public schools; or the group insurance arrangements for nursing care and certain hospital needs used in Vermont itself at Brattleboro (see The Survey, July 1, 1931, p. 348).

In 1930, the survey concludes, "the evidence is sufficiently clear that the people of Vermont are not receiving the medical care which they need and that this is primarily due to the fact that they are unable to make the necessary expenditures.

"The common belief that the poor receive necessary medical care is not supported by the survey, in spite of the extensive provision of free services by physicians and in spite of expenditures for indigent persons by towns. Those and other conclusions in the report presumably apply to most sections of the United States."

# Group Picture of the Unemployed

A STUDY of 1179 cases of unemployment representing a cross section of all the unemployed applying for relief in Cincinnati shows that the breadwinner had up to February 11, 1931, been out of work for an average of 7.8 months and had held his last regular job an average of three years and four months.

The study was made by the Helen S. Trounstine Foundation, the Research Department of the Cincinnati Community Chest, with the cooperation of the five leading welfare agencies, public and private, in Cincinnati: the Associated Charities, Shoemaker Center, Catholic Charities, Salvation Army, Public Welfare Department and United Jewish Social Agencies. The study covered the period November 10, 1930 to February 11, 1931. As applicants for assistance came into the agencies the registrars asked questions which produced the information on which the study was compiled.

About 25 per cent of the cases were referred to the Public Welfare Department for work-relief in parks and about public institutions—work which would not have been done ordinarily and therefore did not take jobs from independent workers.

The average age of the men applying was 36.2 years and that of the women 32.4. There were remarkably few men over 45. A possible explanation of this is that applicants with young children more readily secured attention than those without. In the 1179 families there were a total of 2407 children, 2264 of whom were less than sixteen years of age.

Nearly half of the applicants (44.5 per cent) were Negroes, whereas the percentage of Negroes in the general population was only 10 per cent. This reflects the greater difficulty which the colored workman has in competition with the white workman in times of depression.

The average length of residence in Cincinnati was 15.6 years. Thus the great majority were not outsiders who had drifted in to take advantage of city charity.

IT was found that approximately one third of the applicants had never been known to a social agency before. Many others had been known, not only to relief agencies but also to children's and health agencies.

About one fourth were recorded as skilled workmen; another fourth semi-skilled and slightly over one half unskilled.

In all only two professional, technical or clerical workers were recorded. The average applicant had held his last regular job three and a third years. It thus appears that a large proportion of these men had been steady workers. Of 588 for whom the employers' rating was secured, 82.1 per cent were recorded as satisfactory workers. The average weekly wage on their last regular job was $25.32. These average wage figures were no doubt lowered by the very large proportion of unskilled and colored workers.

About half of the men reported that they had been able to secure temporary or part-time jobs during part of the unemployment period. Less than two thirds had registered at the State-City Employment Exchange, which probably reflects the fact that the ratio of placements to applications at the Exchange during the period of this study was about one tenth for men and one sixth for women.

It was found that these families had very little or no credit left even for the necessities of life. Comparatively few were reported as having either mental or physical handicaps; 91 had physical, 28 behavior, 29 appearance and 35 clothing handicaps.

Ellery F. Reed, director of the Foundation, draws the following conclusions from the study:

> It is apparent from this study that a large proportion of those applying for relief on account of unemployment were among our best types of working people. Negroes were suffering even more severely than whites. The social agencies were not distributing relief indiscriminately, but on the contrary were securing a great deal of information about the families to whom relief was given. General pauperization and demoralization of self-respecting and ordinarily independent working people were thus avoided while at the same time the public funds entrusted to these agencies both public and private were being carefully conserved.

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

# Campaign Results in 144 Cities

AS the the first winter index of the state of mind of the contributing public, the results of community chest campaigns, here recorded, are encouraging. They represent the willingness of 144 cities to support the whole social structure with a fair increase—14.3 per cent in 130 comparable cities—for relief purposes. This is good as far as it goes, but it must be remembered that private funds like these admittedly meet only about 30 per cent of the relief needs of these cities. The remainder, with such increases as the winter's situation may require, must come from county, city, state and perhaps federal appropriations.

The press has hailed the success of the campaigns as a sign that unemployment relief needs are well in hand. As a matter of fact they indicate that in 144 exceptionally well organized cities the needs of the going social-welfare organizations have been met, plus a 14.3 per cent increase applicable to relief. Of cities and towns without community chests, they indicate nothing at all. The campaigns had unusual publicity including a large-scale program of advertising and broadcasting to the contributing public.

## 144 Community Chest Campaigns to Nov. 27, 1931

| City | Raised for 1931 | Raised for 1932 | Goal for 1932 |
|---|---|---|---|
| Akron, Ohio | 651,688 | 662,000 | 639,525 |
| Albany, N. Y. | 383,108 | 454,795 | 454,053 |
| Allentown, Pa. | 225,584 | 236,683 | 235,482 |
| Atlanta, Ga. | 420,455 | 540,000 *a* | 805,000 |
| Attleboro, Mass. | 44,955 | 45,416 *a* | 45,000 *e* |
| Ashland, Ohio *b* | ? | 29,917 *a* | 30,000 |
| Aurora, Ill. | 125,170 | 126,341 | 125,000 |
| Barberton, Ohio | 42,469 | 39,629 | 39,160 |
| Batavia, N. Y. | 32,541 | 31,000 | 35,000 |
| Battle Creek, Mich. | 102,959 | 164,441 | 129,632 |
| Bedford, Ind. | 18,588 | 15,400 | 15,000 |
| Bellingham, Wash. *d.* | 64,414 | 44,000 | 41,000 |
| Beloit, Wisconsin | 63,200 | 102,500 | 75,000 |
| Birmingham, Ala. | 506,118 | 732,018 | 699,905 |
| Bloomington, Ill. | 36,577 | 71,149 | 55,000 *e* |
| Boise, Idaho *f* | —— | 56,544 | 55,500 |
| Bridgeport, Conn. | 445,013 | 551,079 | 550,000 *e* |
| Brockton, Mass. | 129,473 | 119,222 | 147,000 |
| Burlington, N. C. | 9,000 | 7,050 | 10,225 |
| Cedar Rapids, Iowa | 79,424 | 81,625 | 92,000 |
| Charleston, S. C. | 37,996 | 35,000 *a* | 56,566 *e* |
| Chattanooga, Tenn. | 249,183 | 235,000 *a* | 250,000 |
| Cleveland, Ohio | 5,415,838 | 5,680,026 | 5,650,000 |
| Colorado Springs, Colo. | 95,972 | 109,997 | 102,493 |
| Columbia, S. C. | 55,945 | 79,025 | 77,972 |
| Columbus, Ohio | 871,767 | 912,457 | 897,098 |
| Concord, N. H. | 28,000 | 31,000 | 30,000 |
| Corning N. Y. | 52,750 | 53,054 | 55,600 |
| Decatur, Ill. | 111,000 | 125,000 *a* | 145,000 *e* |
| Denver, Colo. | 700,858 | 1,160,000 *a c* | 1,125,000 *c* |
| Des Moines, Iowa | 305,294 | 390,895 | 370,861 *c* |
| Detroit, Mich. | 3,664,145 | 3,100,000 | 3,600,000 |
| Downington, Pa. | 13,758 | 14,100 *a* | 15,650 |
| Duluth, Minn. | 284,812 | 318,405 | 303,482 |
| Eau Claire, Wis. *b* | (no chest) | 46,000 | 40,000 |
| Elgin, Ill. | 50,000 | 85,743 | 71,396 |
| Elkhart, Ind. | 50,075 | 70,255 | 75,855 |
| El Paso, Texas | 152,064 | 130,000 | 188,844 |
| Erie, Pa. | 432,324 | 431,067 *c* | 586,219 *c* |
| Fairmont, W. Va. *b* | (no chest) | 69,000 | 63,342 |
| Flint, Mich. | 180,133 | 342,200 | 400,000 |
| Fort Wayne, Ind. | 173,472 | 416,000 | 385,000 |
| Glen Falls, N. Y. | 88,200 | 91,000 | 79,273 |
| Gloversville, N. Y. | 68,240 | 72,233 | 75,000 |
| Goldsboro, N. C. | 17,094 | 12,082 | 20,000 |
| Goshen, Ind. *b* | (no chest) | 21,000 | 12,500 |
| Grand Haven, Mich. *b* | (no chest) | 15,000 | 14,000 |
| Grand Rapids, Mich. | 426,953 | 414,538 | 459,566 |
| Great Falls, Montana | 60,863 | 65,000 | 60,000 |
| Green Bay, Wisconsin | 32,626 | 64,595 | 41,400 |
| Hamilton, Ontario, Canada | 116,267 | 108,300 *a* | 122,374 |
| Hammond, Ind. | 84,000 | 101,554 *a* | 81,098 |
| Harrisonburg, Va. | 6,000 | 7,500 *g* | 7,000 *e* |
| Hartford, Conn. | 696,360 | 1,210,398 | 1,090,000 |
| Holland, Michigan | 21,000 | 22,217 | 20,801 *e* |
| Holyoke, Mass. | 118,383 | 138,000 | 132,800 |
| Honolulu, Hawaii | 482,265 | 540,000 | 450,000 |
| Houston, Texas | 525,300 | 655,000 | 600,000 *e* |
| Hudson, N. Y. | 26,578 | 17,500 | 25,919 |
| Indianapolis, Ind. | 894,639 | 1,043,750 | 1,043,686 |
| Irvington, N. J. | 17,270 | 22,304 | 20,000 |
| Jacksonville, Fla. | 205,287 | 301,000 | 325,000 |
| Jacksonville, Ill. | 20,860 | 15,500 | 20,061 |
| Jamestown, N. Y. | 98,955 | 93,700 | 93,156 |
| Joplin, Missouri | 50,268 | 49,527 | 62,000 |
| Kalamazoo, Michigan | 125,260 | 135,858 | 131,745 |
| Kansas City, Missouri | 1,152,644 | 1,520,000 | 1,550,000 |
| Kenosha, Wisconsin | 150,915 | 168,037 | 150,000 |
| Kingsport, Tenn. *c* | ? | 22,000 | 18,500 |
| Knoxville, Tenn. | 160,000 | 127,000 | 169,612 |
| Lancaster, Pa. (city) | 262,833 | 313,828 | 311,195 |
| Lansing, Mich. | 194,000 | 198,000 | 215,000 |
| Lewiston, Idaho | 15,000 | 12,000 | 10,150 *e* |
| Lima, Ohio *d* | 100,000 | 58,030 | 54,224 |
| Lincoln, Nebraska | 150,394 | 182,524 | 158,362 |
| Lowell, Mass. | 171,709 | 171,500 | 161,300 |
| Macomb, Illinois *b* | (no chest) | 13,000 | 11,000 |
| Madison, Wisconsin | 112,574 | 122,126 | 117,471 |
| Mason City, Iowa | 52,826 | 61,600 | 55,000 |
| Milwaukee, Wisconsin | 1,242,571 | 1,325,150 | 1,285,139 |
| Minneapolis, Minn. | 1,557,451 | 2,250,400 | 2,250,000 |
| Minot, N. D. | 18,134 | 26,000 *a* | 26,000 |
| Monterey Peninsula, Cal. | 22,196 | 24,023 | 22,700 |
| Montreal, Canada | 674,219 | 741,749 | 728,000 |
| Mt. Vernon, N. Y. | 123,047 | 104,000 *a* | 138,385 |
| Muskegon, Mich. | 108,000 | 125,594 | 125,000 |
| Nashua, N. H. | 42,678 | 36,000 | 39,900 |
| Nashville, Tenn. | 255,000 | 290,000 *a* | 280,000 |
| Neguanee, Mich. | 4,850 | 5,200 | 5,000 |
| Newark, N. J. | 1,285,000 | 1,427,286 *a g* | 1,540,952 *c* |
| New Haven, Conn. | 736,071 | 979,816 | 838,074 |
| Northampton, Mass. | 30,162 | 23,178 *a* | 50,000 |
| Northfield, Minn. | 3,247 | 3,585 *a* | 2,950 |
| Norwalk, Ohio | 18,116 | 15,096 | 15,000 |
| Oklahoma City, Okla. | 374,707 | 460,500 | 450,565 |
| Omaha, Nebraska | 482,306 | 607,000 *a* | 523,900 |
| Ontario, Calif. | 12,000 | 1,500 | 15,000 |
| The Oranges, N. J. | 544,384 | 595,000 *a* | 603,463 |
| Owensboro, Ky. | 19,878 | 16,500 | 30,000 |
| Pawtucket, R. I. | 136,159 | 163,575 *a* | 150,000 |
| Peoria, Ill. | 209,300 | 227,000 *a* | 220,000 |
| Pittsfield, Mass. | 156,003 | 194,219 | 163,410 |
| Plainfield, N. J. | 160,858 | 165,682 *a* | 164,923 |
| Pontiac, Mich. | 66,000 | 58,990 *a* | 65,000 |
| Portland, Maine | 206,403 | 229,300 | 225,100 |
| Portland, Oregon | 650,000 | 786,156 *a* | 786,156 *c* |
| Providence, R. I. | 703,221 | 816,000 *a* | 789,939 |
| Reidsville, N. C. | 9,697 | 10,677 | 10,125 |
| Richmond, Indiana | 62,828 | 83,515 | 76,500 |
| Richmond, Va. | 574,668 | 601,125 | 589,500 |
| Sacramento, Calif. | 174,596 | 235,000 | 226,139 *c* |
| Saginaw, Mich. | 229,241 | 240,815 | 240,000 |
| St. Joseph, Mo. *d* (May 1931) | 115,259 | 126,000 *a* | 121,352 |
| Saint Paul, Minn. | 718,150 | 1,002,500 | 1,000,000 |
| San Diego, Calif. | 242,035 | 254,211 | 273,057 |
| Sandusky, Ohio | 44,420 | 50,000 | 45,651 |
| San Francisco, Calif. | 2,318,672 | 2,635,000 | 2,500,000 |
| San Jose, Calif. | 151,118 | 157,958 | 150,242 |
| Scranton, Pa. | 672,866 | 752,640 | 669,995 |
| Seattle, Wash. | 747,037 | 809,623 | 774,175 |
| Sharon, Pa. | 117,372 | 112,324 | 118,400 |
| Sioux Falls, So. Dakota | 43,497 | 50,500 | 48,500 |
| South Pasadena, Calif. | 22,000 | 23,000 *a* | 28,900 |
| Springfield, Ill. | 182,247 | 226,000 *e a* | 176,268 |
| Springfield, Mass. | 394,669 | 480,133 | 480,000 |
| Springfield, Missouri | 73,152 | 76,892 *a* | 75,700 |
| Springfield, Ohio | 185,635 | 185,150 | 185,000 |
| Stamford, Conn. | 153,889 | 212,519 | 212,000 |
| Steubenville, Ohio *b* | —— | 103,112 | 100,000 |
| Texarkana, Ark.-Tex. | 52,777 | 48,000 *a* | 48,000 |
| The Tonawandas, N. Y. *b* | (no chest) | 65,156 | 50,000 |
| Tulsa, Okla. | 280,168 | 318,050 | 288,050 |
| Watertown, N. Y. | 117,375 | 120,247 *a* | 121,504 |
| Wayne, Michigan *f* | —— | 2,500 | 2,000 |
| Vancouver, B. C. | 262,575 | 273,130 | 305,000 |
| Warren, Ohio | 156,942 | 119,656 | 112,484 |
| Waynesboro, Pa. | 22,555 | 25,338 | 25,000 |
| Wausau, Wisconsin | 73,265 | 70,065 | 64,525 |
| West Chester, Pa. | 44,413 | 47,500 *a* | 46,900 |
| Whiting, Ind. | 33,000 | 43,000 *a* | 40,000 |
| Wichita, Kansas | 241,614 | 271,752 *a* | 295,000 |
| Wichita Falls, Texas | 75,224 | 61,600 | 59,915 |
| Worcester, Mass. | 548,935 | 628,400 | 550,000 |
| Ypsilanti, Mich. | 13,250 | 14,500 | 12,000 |
| *Totals for 144 chests* | | $48,368,321 | $48,394,491 |
| *Totals for 130 comparable chests* | $41,729,384 | $47,697,062 | $47,781,073 |

*a* Incomplete.
*b* First Campaign. Not included in totals for purposes of comparison.
*c* Emergency funds included.
*d* Not included in total for comparative purpose. Chest recognized on basis which makes totals for 1931 and 1932 incomparable.
*e* Includes $33,000 for Catholic agencies, not included in 1931 or in goal for 1932. This amount not included in total for comparative purposes.
*f* Amount raised for 1931 not reported. Not included in total for comparative purposes.
*g* Tax subsidy included
Harrisonburg: 1932—$ 4,000
Newark: 1931—100,000; 1932—$125,000

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

# State Hospital

## John Doe

(*Catatonia*)

If men are really puppets in a show
And there are fingers pulling at each thread
Deciding poise and movement, then John Doe,
Inflexible beside his brass-knobbed bed
Is one whose taut strings broke when pulled too hard
And he, intense and stubborn, has withdrawn
Into himself in stony disregard
Of men and things, of all whom he had known.

He sits eyes closed, fists clenched, each muscle tense,
As if his mind by no one understood
Held some collossal moment in suspense
Beyond good, evil, movement, friendship, food—
Not tube-fed twice a day he would have died—
Madman or superman? Who may decide?

## Jane

(*Delusions of grandeur*)

Jane owns and runs this boarding house;
Dark Jane a timid little mouse.
Clean apron, gingham gown well pressed;
Well groomed but never over-dressed.
Hair plastered down runs smooth and straight
To that tense knot behind her pate.
Arms neatly folded across her breast,
She welcomes you, her latest guest.
The nurse who's showing you around
Is her new maid, the best she found.
In due respect to one worth while
She comes along to bow and smile.
No loud remark in any case
Except a whisper when in place
Or, in her kindly sufferance,
A shy and understanding glance.
As you're about to leave the place
She turns to scrutinize your face—
Tremendously impressed, no doubt.
And Jane it is who bows you out.

## The Unkn

(*Cata*

Driven from beneath it
His mind invaded tr
If you would see how th
Approach this boy a

You'll find him slumped
As if his body in t
Had spelled a word whi
And no one may e

You, wishing for a chan
May seize that thou
Reform its lines and fin
Another as sustaine

Sustained for hours, a t
So placed would dr
And you will learn how
Contorted, crumple

They found him naked i
Not knowing how
He has not spoken all th
As yet we do not

## Morni

Two hundred men in
Upon a road unfreque
Are laborers returning
People who are as drab
Two hundred women
Against the fresh-gree
Figures in flowing ging
And not one hat to hi
Belong not to this age,
Are tribesmen led by
Are people soon to see

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

By ISRAEL NEWMAN

## ɔwn Soldier

*epsy)*

skull
ınk and limb.
ɔughts are shaped
d look at him.

in one still meaning,
at state
h all may know
ıunciate.

ge of mind,
ght by hand or foot
instead
l and mute—

ne your limbs
p of their own weight—
mind may be
, arched, pulled straight.

a trench
ıd whence he came.
se years;
ıow his name.

## g Walk

gulation clothes
ed by cars
rom their work,
s is their age;
ı their morning walk
background of a park,
ams of all shades
bobbed hair or long,
ıre biblical,
ıtriarch or seer,
miracle.

## Theodore

(*Involutional melancholia*)

His mind is an old belfry
Thrust in the bleak sky
Of an old, desolate city.

Its bats are the dark hours
Coming back to the old belfry
At dawn—
Hours long since rung out.

At night they troop out again
Thickly, shadowy;
At night
They have their rendezvous with the stars.

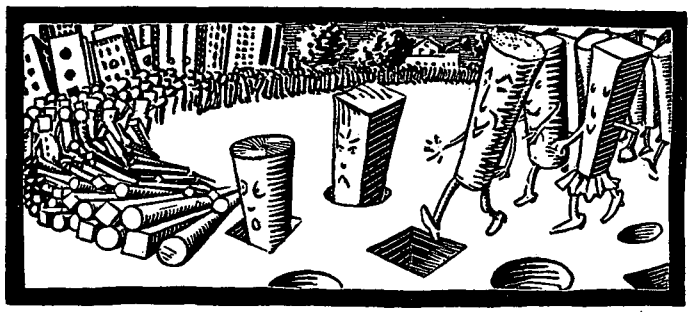
## Matilda

(*Senile psychosis*)

Clean beds in rows and nurses in white caps
Deny this is her home; but she knows better
And gossips with her neighbors—dead perhaps—
And saves her bread crusts for her Irish setter.
Her out-thrust chin the toe-end of a shoe,
Her nose two finger-breadths within its reach
She hobbles through the ward with great ado
Or stops perplexed and winds up with a screech.

Surely some angel is to guide her way
Beyond the golden gates or, heeding only
Those prompting "voices," she will go astray,
Prowl as disoriented and as lonely
Across those tiers where saints and seraphs meet,
Upset their harps and stumble over His feet.

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED



# SOCIAL PRACTICE

## Character in Cleveland

WHEN public interest in everything but relief faltered and threatened to fail, the Group Work Conference of the Welfare Federation of Cleveland sent a special committee into a huddle to discover what could be done to bring the character-building agencies back into the sun. The committee's first step was to set down and analyze the objectives of any general educational effort on behalf of the agencies. In fifteen succinct points its report states what these agencies should be able to show as their contribution to community life, and under each point outlines the concrete values inherent in agency programs. As ways and means of achieving the objectives of public understanding the committee offers practical suggestions in interpretation to individual agencies, to the Community Fund Publicity Department and to the character-building agencies as a group. Copies of the committee report will be supplied by the Welfare Federation, 624 Federal Reserve Bank Building, Cleveland.

## A Job for the Red Cross

THE agitation of the Disabled American Veterans of the World War has laid on the doorstep of the American Red Cross the enormous task of finding work or providing any needed relief for some seventy-five thousand men in distress. E. Claude Babcock, commander of the organization, solicited Red Cross aid for the disabled men following his classification of the returns on a questionnaire sent by the Veterans Administration to all compensable veterans, inquiring into their present status in relation to employment. Of approximately three hundred thousand veterans questioned 166,576 replied. Of these 75,342 reported unemployment and 13,124 claimed unemployability.

Commander Babcock has pledged his organization to investigate the cases of the latter group and has turned over to the Red Cross the cards of the seventy-five thousand unemployed. These names will be distributed among the three thousand six hundred chapters in the areas in which the men live with instructions that: "In instances where the veteran cannot be placed in employment and where real hardship is threatening, the chapter will take steps to provide relief either through its own efforts or by bringing into play the proper community machinery which has been set up to meet relief needs. The chapter will not be content merely to refer the case to another agency and then forget it."

## Nurseries Count the Cost

WHEN four day nurseries in Richmond, Va., three in and one out of the Community Fund, asked the Council of Social Agencies to review their work and recommend improvements in service and economies in operation they opened the way for a bit of social research so rounded and complete that it challenges comparison with many more pretentious projects. The study was directed by June Purcell Guild with a staff of three field workers and several volunteer assistants. Each nursery, its organization, equipment and staff was subjected to detailed examination, and each of the fifty-six families using the nurseries to exhaustive case study. Financial data showed the per capita and the per family cost to the Community Fund and the extent to which board members of the institutions contributed to the Fund.

The recommendations made by Mrs. Guild and her associates repeat certain proposals made in 1926 by the Child Welfare League of America, including the formation of a Federation of Day Nurseries and its employment of a social worker for admissions and continuous follow-up. It is pointed out that in the case of two nurseries it would be cheaper and more efficient to close the institutions and care for the children by family subsidies, placement in supervised day-care homes or by other case-work adjustments. In the case of the other two the study poses a series of penetrating questions which many day nurseries in other cities might well ask themselves, questions which raise principles of social planning, social economics and of a closely integrated community program.

## New Chapters in Child Care

AN old phase of children's work in Missouri was closed recently when the Methodist Orphans' Home Association of St. Louis took over from the Children's Aid Society of New York the supervision of ninety-one children in rural districts, the last of the "immigrant children" which for years the Society sent into Missouri, as well as into other states, for placement in private homes. In 1929 the policy of the Society was changed and no children have been sent out since that date. An agreement has now been reached whereby the Methodist Home assumes full responsibility for the children still under the legal guardianship of the Society, while the Society supplies a trained worker to visit and supervise them. Georgia Greenleaf, an alumna of the New York School of Social Work, recently field secretary for the Southern Tier Children's Home, Elmira, N. Y., has been added to the staff for this special rural work. The Methodist Home, ever since its reorganization in 1928 after a community survey by the Child Welfare League of America, has been steadily extending its work into the country districts. More than half of the children now under its care are residents of counties other than St. Louis.

Another change in children's work in St. Louis occurred this fall when the St. Louis Children's Aid Society took over the activities of the Children's Department of the County Welfare Association. This too is an outgrowth of the 1928 survey. St. Louis has retained its tight old city boundaries though its growth has spread far outside of them. Its municipal institutions for the care and protection of its dependent children are adequate, but unfortunately they do not extend over the invisible line where city ends and county begins. And the county has little or no organization. In 1917 the County Welfare Association, a family agency, formed a children's department, but for years it has struggled along with one worker and an overwhelming case load. The transfer of its work to the older and stronger Children's Aid Society will extend to the county and its several municipalities the same service that the Society has given to the city since its organization in 1909.

## Work for Old Hands

OCCUPATIONAL therapy, an old story in public institutions in New York, is now being extended into private homes for the aged. The Carnegie Corporation has just made

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

a grant of $3600 to the American Association for Adult Education to carry on for a year a project with which the Welfare Council's Section on Care of the Aged has been experimenting in a small way. The experiment, financed by board members of six homes, demonstrated that simple, interesting work within their capacity to do or to learn paid substantial dividends in health, happiness and satisfaction to the old people in institutions. Articles produced were marketable and their sale provided the old folk with a little spending money of their own. The Carnegie grant will pay the salaries of teachers while a similar amount, guaranteed by the six boards of directors, will cover other expenses. It is hoped that within a year a plan can be developed with sheltered workshops to reduce the cost of operation by cooperative purchasing and marketing, or, that plan failing, that the homes themselves will be able to raise the full amount needed.

## Ends and Aims of Volunteers

WHILE volunteer social work has long been a part of the program of every Junior League it has developed more or less locally with no clearly defined general policy. Under pressure of recent events, with social agencies clamoring for service, these volunteer activities have assumed such proportions that the Association of Junior Leagues of America has formulated a statement of welfare policy and has made recommendations on activities and education to serve as a guide to its 119 member leagues in as many cities. This statement will, it is believed, clarify the understanding of social agencies on the kinds of service that may be expected from local Junior Leagues and will speed the progress of the organization toward its objectives.

The fundamental aims of the welfare program of every Junior League "shall be the continued education of its membership to intelligent citizenship and its participation in activities adapted to community need. These aims do not necessarily imply concentration on a main League project." Under recommendations on activities it is pointed out that "one of the ultimate objectives of volunter service should be to qualify for intelligent board membership in welfare agencies." To ensure its members the educational benefits of their volunteer work Leagues are encouraged to develop some form of placement service which will utilize individual interests and aptitudes, will raise standards of work done by volunteers and improve the quality of work offered to volunteers. In their own projects Leagues are encouraged to seek professional advice from local accredited agencies and to gear their activities into the whole community program. Outlines are offered for the Provisional Members Course in welfare education, for special training courses for volunteers and for general lectures in the field of social work. Copies of the statement may be secured from the Association of Junior Leagues, Hotel Waldorf Astoria, New York.

## Negro Children of Georgia

THE Georgia Study of Negro Child Welfare begun in 1926, for which the Rosenwald Fund made a yearly grant of five thousand dollars matched by citizens of the state, has been completed. The study began with the collection of information on all agencies, public and private, which included Negroes in their programs, and with an intensive case-work study of a group of dependent or delinquent children in institutions. In 1927 Louisa de B. Fitz-Simons assumed direction and set going a series of city and rural demonstrations with which all sorts of agencies collaborated. In Atlanta, where the Community Chest supplied a worker for a year, the demonstration developed such public consciousness of the need for a unified program for Negro children that a new organization, the Child Welfare Association of Fulton and De Kalb Counties, was formed, which in addition to its own job has filled in many gaps in the whole field. In Augusta, where the demonstration was largely confined to the Richmond County Juvenile Court, an immediate result was the addition of a Negro probation officer to the staff. The rural demonstrations in Houston and Peach Counties was concerned with school attendance and its relation to family life.

Early this year it was decided to tie up the demonstrations to the program of the State Department of Public Welfare. The failure of the legislature to make legal provision for the placement of children by the Department will slow down the continuing results of the study but private effort will, it is hoped, enable the Department to perform many helpful services.

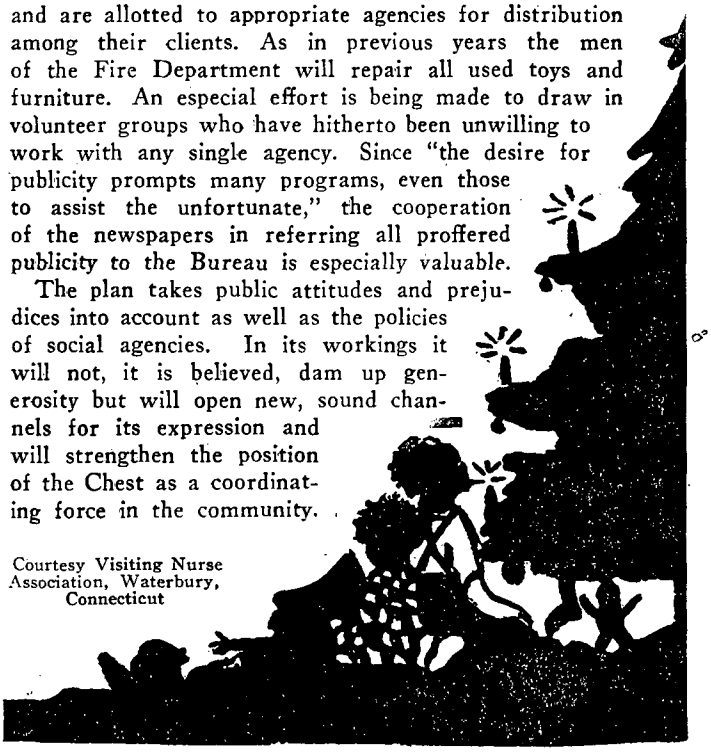
The Rosenwald study brought the state face to face with serious gaps in its welfare provisions. There is only one institution, the Georgia Training School for Boys, serving the Negro children of the state at large. There is no provision for delinquent Negro girls nor for feebleminded or crippled Negro children. The study concludes that the development of social work for Negro children must go hand in hand with work for white children, emphasizes the unprotected situation of Negro children whose parents are both employed and urges the development of a complete Negro child-health program and of mental-hygiene clinics for children of both races.

## Christmas Common Sense

CHRISTMAS giving in St. Paul has assumed such unwieldy proportions of late years and has developed so many complications for social work that the Community Chest is experimenting with a special form of Christmas Bureau in an effort to direct and conserve the money, time and energy that goes into the annual outpouring of public generosity. The Bureau is the result of a study of Christmas giving over a period of three years made by Marie R. Owens, president of the Santa Claus Club. It began operating on November 15 and will make its final report and wind-up on January 1. It has a full-time secretary, paid by the Chest.

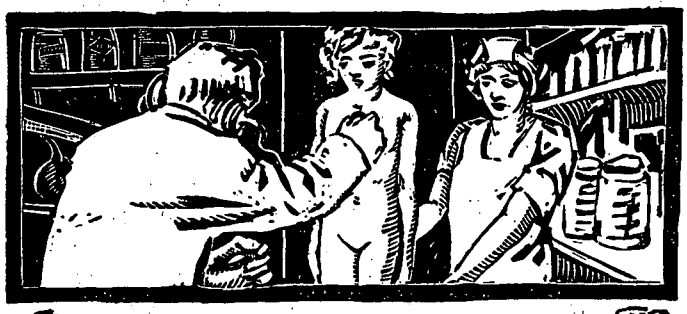
The Bureau sets up a central Christmas fund for which the support of the press and of volunteer groups and individuals is sought. This fund will be distributed among Chest and non-Chest agencies for Christmas purposes only. Gifts in kind are accepted as well as money and are allotted to appropriate agencies for distribution among their clients. As in previous years the men of the Fire Department will repair all used toys and furniture. An especial effort is being made to draw in volunteer groups who have hitherto been unwilling to work with any single agency. Since "the desire for publicity prompts many programs, even those to assist the unfortunate," the cooperation of the newspapers in referring all proffered publicity to the Bureau is especially valuable.

The plan takes public attitudes and prejudices into account as well as the policies of social agencies. In its workings it will not, it is believed, dam up generosity but will open new, sound channels for its expression and will strengthen the position of the Chest as a coordinating force in the community.



Courtesy Visiting Nurse Association, Waterbury, Connecticut

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED



# HEALTH

## Getting Health Home

IT'S easy enough to put health on the air. But how make sure it gets through the door as well? The New York City Health Department tried decorating a million home-going milk bottles with collars that fitted over the heads and had a tag below, printed like a postcard, with the department's name and address and space for a stamp on one side, and on the other a list of folders on sunlight, food, weight-reducing and so on, to be checked and returned if one wanted the literature. The first day the mail brought in forty thousand requests. Since last May about one million five hundred thousand report cards have gone home each month accompanied by a timely leaflet for parental reading, bearing the facsimile signature of the commissioner of health and the superintendent of the public or parochial schools as the case might be. May mentioned milk; June, a healthy vacation, with a program for one day suitable for all seventy-eight; October reminded readers that colds are dangerous and told how to avoid them and what to do for their care. The epidemic of infantile paralysis occasioned a simple folder of facts and advice to parents in an edition of two hundred and fifty thousand copies sent out in response to the requests that came in literally by thousands daily. Another leaflet on how to care for polio patients went to all parents of cases reported to the Department, as did a reprint of a professional article on muscle-training, which was sent also to school teachers. Thirty-page illustrated pamphlets on The Coming Baby and The Care of Baby have been sent with letters to all the physicians of the city to be given to patients, and are distributed by the visiting nurses as well. Most recently comes a similar booklet, gay in green, red and black, on Food—The Teeth and Health, published and mailed under joint authority of the Departments of Health and Education to all parents of schoolchildren. In the past five months the Department has shot out some twelve million pieces of printed matter, but more important than mere quantity is its belief that an excellent batting average has made home runs.

## A Vain Offering to Hygeia

IN the name of health some $2,500,000 a year is wasted or worse on school ventilating systems, according to the final report of the New York Commission on Ventilation. There are still twenty states, including New York, New Jersey, Pennsylvania, Massachusetts and Ohio, where the law requires an air supply which can be obtained only by mechanical systems which are costly and in some cases a menace to health because of drafts and overheating. For the average school, open-window ventilation is far more effective. The objective should be maintenance of an even temperature, without drafts, of 65° Fahrenheit in corridors, gymnasiums and shops; 75° in swimming pools and adjacent dressing rooms, and 68° in all other occupied rooms. Avoidance of overheating is "of primary importance for the promotion of comfort and efficiency and the maintenance of resistance against disease," while classrooms should have at least fifteen square feet of floor space and two hundred cubic feet of air space per pupil. This concluding report of the Ventilation Commission is published by Teachers College, New York, under the title School Ventilation, Principles and Practices. Price $1.

## Prepaid Babies

THE Woman's Hospital in Cleveland has joined the group of hospitals that urge prepayment of babies by providing a flat fee for maternity service in the wards, on which partial payments may be made in advance. In this instance the fee is $55 for ten days, and payments of $2 and up are accepted. An unusual provision is that the patient's own physician may care for her if he will reduce his fee in accordance with the hospital's rates. Physicians are asked to refer patients who cannot pay a doctor's fee to the hospital, which will work out plans to meet individual needs.

## Cooperation to Keep Teeth

AT a recent conference of dentists, physicians and others, the Indiana State Dental Association outlined a five-year program to be carried out in cooperation with the state board of health in the schools, including education for parents, teachers and pupils, and examination and follow-up in all the grades. It is the aim of the association to have a division of dental hygiene established in the State Board of Health under the direction of a qualified dentist; to have a competent dentist on the staff of every hospital; to have textbooks include sound information on raising and keeping good teeth; to have dental information included in teacher training; to organize state and district oral hygiene conferences and to develop leadership for a dental health program in every county of the state.

The Illinois State Department of Health and the Illinois State Dental Society have worked out a plan for a community or county mouth hygiene program, outlined step by step from organization to follow-up, and suggesting pitfalls and possibilities. For a copy address the Department or the American Dental Association, 212 E. Superior St., Chicago.

## Taking Health to Work

TO enable industrial plants with one hundred to five hundred employes to provide health supervision at a reasonable expense the Philadelphia Health Council and Tuberculosis Committee organizes industrial health units comprised of several plants with an aggregate force of one thousand workers, who can be served adequately by the full time of one nurse and part-time industrial physicians. Visits are definitely scheduled each week at each plant on the basis of not less than two hours of the nurse's time and one of the physician's for each hundred employes. The services include physical examinations, advice and follow-up on their results, emergency treatment, an annual sanitary survey of the plant and sanitary supervision, health education and instruction in first aid. The participating plants each agree to equip a clinic or first-aid room which costs from $100 to $400, and meet the cost of medical and nursing service, which is $4.50 per employe per year, payable monthly. The Council carries the cost of organization, supervision, first-aid instruction and the necessary blanks as a part of its work in education and promotion. When a unit is fully organized it is turned over to the participating establishments.

During five years trial of the plan the Council's expenditure of $39,000 has led to an outlay by the plants of a little more than $104,000. Four units have been turned over to the employers, though one of these has since been suspended because

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

of the depression. At the present time the Health Council is carrying two units with about twenty-three hundred employes. The hardest part of the job is to sell the idea to the employer. In one ten months' period it took upwards of nine hundred interviews to enlist nineteen firms with a total of four thousand employes, but the Council believes that the educational and other results fully justified the effort.

## Educational Nursing Schools

HAMPTON INSTITUTE has opened this fall a collegiate school of nursing. The instructors are members of the college faculty and entrance requirements are the same as for the college: an applicant must have completed a highschool course and have stood in the upper half of her class in scholarship. Supervised work at Dixie Hospital and the Visiting Nurses Association of Hampton provides practical training, especially for public-health work and rural nursing, hitherto not available to Negro girls in the South. Nina D. Gage, for many years director of the Hunan-Yale School of Nursing in China and recently executive director of the League of Nursing Education, is the director. During its first three years the new school is to be financed by the Julius Rosenwald Fund, which also has provided funds for reconstructing Dixie Hospital, a neighboring community institution.

In California the San Bernardino and Riverside Junior Colleges are considering plans for schools of nursing in connection with hospitals in their communities. The colleges will carry the salaries of the directors and instructors of nursing, relieving the hospital of approximately $6000 in annual costs. The Junior College at Pasadena has taken over the salaries of two instructors in an affiliated nursing school and also provides instruction in the basic sciences.

## Santa Claus's Stickers

CHRISTMAS seals and Christmas labels are now making their annual bow for public support to fight tuberculosis and cancer. This year they need help more than ever. Cancer is still on the upgrade, with the highest rate ever in 1930. Tuberculosis is down but not yet out. Though one hardly thinks of it as a "children's disease," in the past three years in Detroit, for example, tuberculosis killed more children under five than did diphtheria, measles, whooping-cough or scarlet fever. Stamps and stickers give tuberculosis and cancer societies the money they must have for a continuing fight.

Of special interest to social as well as health workers is a study of relief of tuberculous families in Syracuse made by the New York A. I. C. P. at the request of local groups, recently published by the Milbank Memorial Fund. A representative sample of families who had not received relief showed that two out of thirty-six definitely required it, while for nine there was definite evidence of other social maladjustment. Of a group of twenty-eight representative families who had received relief, only eight, or 30 per cent, were found to have had the help they required. The rest were living on incomes from 10 to 40 per cent below conservative needs. In the sixty-four families there were nine male heads and four wives, all with active tuberculosis, at work during the period studied—"clear evidence that health work and relief work must have a closer coordination in order to make both more effective." Relief-giving was found to be on an emergency basis, without a definite plan, which is especially necessary during a chronic condition such as tuberculosis.

## Effective Facts

A COMMUNITY SERVICE PROGRAM IN PARENTAL SEX EDUCATION, *by Chloe Owings. University of Minnesota Press. Price 50 cents. Second publication in the series reporting five years' research in social hygiene by the University of Minnesota and the Women's Cooperative Alliance.*

SURVEY OF HEALTH PROBLEMS AND FACILITIES IN MEMPHIS AND SHELBY COUNTY, TENNESSEE, *by W. F. Walker and Dorothy F. Holland. Shelby County Tuberculosis Society, Memphis, Tenn. Price 50 cents.*

GOOD TEETH; FIRST AID; THE CONQUEST OF TYPHOID FEVER; GOOD HABITS FOR SCHOOL CHILDREN (*mental hygiene*). *Metropolitan Life Insurance Company, 1 Madison Ave., New York City. On request.*

Four new, popular, illustrated pamphlets, the last prepared in cooperation with the National Committee for Mental Hygiene.

HEALTHY TEETH; YOUR FRIEND THE HEALTH OFFICER, *by Wilson G. Smillie, M.D. John Hancock Mutual Life Insurance Company, Boston, Mass. On request.*

Concise, interesting, illustrated.

HEALTH TRENDS IN SECONDARY EDUCATION. *American Child Health Association, 370 Seventh Ave., New York City. Price $1.*

New edition of a self-study of 53 schools with bibliography up to date.

## Food in Emergency

CAREFUL planning and quantity purchasing made it possible for the Heckscher Day Nursery of Brooklyn to feed its young charges from August 3 till October 3 at an average cost of a fraction over thirteen cents a day, and to feed them a menu considered by experts as excellent. The regime, of course, did not include all the child's food for the day, since breakfast and supper were eaten at home. Details in the November News Letter of the Association of Day Nurseries of New York City, 105 East 22 St., New York.

Under the heading The Emergency Diet, Nutrition Notes, the monthly bulletin of the Nutrition Bureau of the New York A. I. P. C. figures that the "best diet we have been able to arrange that even approximates adequacy" calls for $4.28 a week for a family of three, $1.25 more for each additional member. Grocery orders and a week's menus accompany the figures in the October issue, with a caution that it is offered for use when $10 or $15 a week must cover subsistence and should be looked upon as an emergency diet only.

In the November issue of the Child Health Bulletin, H. C. Sherman, writing on Emergency Nutrition, declares that if forced below reasonable standards to bare essentials one must concentrate on milk and its products, fruit and or vegetables, and bread and other cheap sources of calories. The lower the level of expenditure, the more one must forego other foods and fall back on bread and milk supplemented by a little of some inexpensive fruit or vegetable as often as possible.

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

# COMMUNITIES

## The Foreign-Born and Education

SOME eight hundred individuals—teachers of the foreign-born in public and private schools, students in training, and workers in the general adult educational field, visited the exhibition of methods, materials, and devices for teaching the adult foreign-born which was held in the Russell Sage Foundation building in New York City for two weeks in October and November. The exhibition was the joint work of the Council on Adult Education for the Foreign Born of New York City and the Adult Education Bureau of the New York State Department of Education. It was organized to call attention to the best methods by which the adult foreign-born may gain the use of the English language as a tool, as well as to indicate the possibilities for continuing the education of this group for the general enrichment of life. It brought together material from ten state and city departments of adult education, in addition to over one hundred charts of teaching plans and devices specially prepared; exhibits of visual material, basic texts and supplementary readers (many of them reviewed by experienced teachers), current events, health and travel material, immigrant backgrounds, parent education and other subject matter suitable for beginning and advanced groups. Possibilities of continuing the education of the latter were suggested by exhibits on such subjects as the activities of student associations, cooperation with community educational agencies, and the stimulation of reading. The fact that according to the 1930 census there are 341,345 foreign-born illiterates ten years of age and over and 901,640 foreign-born aliens in New York State indicates the importance of this branch of teaching.

This showing is the basis for a permanent exhibition. It will be revised continually as new methods and ideas supplant old ones, and will be circulated in whole or part. Plans have already been made to exhibit it in other sections of New York State. Further information may be obtained from the Council on Adult Education for the Foreign Born, 112 East 19 Street, New York City.

## Philadelphia Introspects

"IS there a need for a larger number of new buildings?" Thus the opening sentence of a pamphlet written by Bernard J. Newman for the Philadelphia Housing Association (1600 Walnut Street). Despite the prevalent belief that there has been an overproduction of houses, striking material is presented in this 41-page pamphlet to back up Mr. Newman's affirmative answer. Not alone are new dwellings needed but there is a public waiting and able to "consume" them. Unoccupied houses there may be, but Mr. Newman points out that is because they do not fit the requirements of the market. This market is the wage-earning population of Philadelphia, a million workers gainfully employed and inadequately housed—several months ago when this study was made. Analysis of the absorption figures of new construction in 1930 in spite of high rents, of the possibilities of low-cost construction predicated on actual experience, of sale price range, of buying-power capacity, of vacancies, tenant mobility, population changes all indicate the location of this market for dwellings. Merely building new houses, however, without considering these factors or the financial ability of the self-supporting group who need them most will not solve the housing problem; it will only complicate it and insure the continuance of the hit-and-miss policy of the past. Builders and others concerned have failed to analyze the problem properly, says Mr. Newman. This lack of scientific data he asserts is one of the fundamental causes of the dilemma today, and not the present depression and tightening of money. A study of the needs and potentialities of the population should lead to a constructive building program. Parenthetically this program must be based on a revamped financial program. Thus he believes the population can be decently housed and the building industry revived in Philadelphia. And elsewhere, we add.

Courtesy City Affairs Committee of New York

## Dawn on the East Side

THE Lower East Side of New York is rejoicing. The first step looking toward its reclamation has been taken. On October 21, the Board of Estimate approved the map and plans submitted by Borough President Levy for the construction of East River Drive to skirt the waterfront between Grand and East Fourteenth Streets. A 120-foot boulevard is to extend to East Eleventh Street while from Eleventh to Fourteenth Streets—where there are at present public utility improvements that can not be easily removed—this thoroughfare is to be extended as an 80-foot street. A marginal street, wharf or place, will be laid out between the new drive and the United States bulkhead to provide for other certain necessary continued commercial uses of the waterfront area. A 60-foot driveway will take care of six lanes of traffic and will be screened from the marginal street by a park strip 30 feet wide planted with trees and shrubbery. Adjacent to the boulevard the plan calls for the creation of a public park as far as Stanton Street. Thus the "enemy's" first line has been shattered (see Survey Graphic, March 1, 1931, page 584). For the plan for this new waterfront traffic thoroughfare, so important to the city at large, obviously takes into special consideration the needs of the Lower East Side. As City Planning Commissioner Sullivan points out it can be easily incorporated in the comprehensive plans now being studied and developed by the department of city planning with a view to the rehabilitation of the entire district. New zoning regulations at present being considered whereby a large section adjacent to the drive will be converted from an unrestricted to a residence district are a vital element of the East River Plan in order that objectional uses may be prohibited from the vicinity of the drive and proper safeguards for a residential area may be provided.

## Twenty Millions for Reforestation

NEW YORK STATE voted in no uncertain terms on November 3 to pass Amendment No. 3 authorizing the acquisition by the state of lands outside the

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

Adirondack and Castkill parks for reforestation, the protection and management of forests thereon and the establishment of tree nurseries, twenty million dollars to be appropriated by the legislature over a period of eleven years for these purposes. Much bitter debate preceded the voters' decision. Governor Roosevelt was the ardent champion of the amendment while ex-Governor Smith expressed his hostility in equally emphatic language, claiming that it constitutes a subsidy to the commercial lumber interests in the vicinity and that in view of the present economic situation it adds an unnecessary burden on taxpayers. Furthermore to make such an annual appropriation mandatory, regardless of the success or failure of the experiment, according to Mr. Smith is an unheard of and unwarranted legislative procedure. In his opinion reforestation is most needed within the present park areas. Governor Roosevelt and his supporters, on the other hand, urged its ratification claiming that it will eventually put a million acres of abandoned farm land into profitable use, that the conversion of this idle land into forest plantations will promote the state's accepted conservation program, assist in preventing soil erosion and floods, and protect water supplies.

The situation as summed up by the Citizens Union, a nonpartisan, nonpolitical organization, in its advice to voters before election is significant: "As a conservation measure its importance can hardly be overestimated. . . . Its shortcomings can be met by supplementary legislation. The important thing at the moment is to take the step ahead proposed by the legislature."

## International Recreation

RECREATION workers of the world are among those who realize the dependence of one country on another, at least as far as taking advantage of each other's experiences in a given field is concerned. Evidence of this is contained in the announcement of the first International Recreation Congress, scheduled to take place in Los Angeles, July 23-29. According to the National Recreation Association which is sponsoring the congress, suggestions from many countries that an opportunity for an international exchange in problems of recreation would be mutually helpful led it to take the responsibility for organizing such a meeting. In addition to providing a means for exchange of information, the objectives of the congress are to build interest and support for the movements in all countries and to provide further means of developing international good-will. Thus far nearly fifty delegates from twenty-two countries have definitely signified their intention of attending, while sixty others from thirty-three countries are listed as prospective delegates. The time and place of meeting has been set to accord with the Olympic Games, as this occasion will probably bring together representatives from many countries who have a special interest in the general field of community recreation. An International Advisory Committee composed of a distinguished group of men and women headed by President Hoover as honorary president is being formed. Further information may be obtained from A. E. Rivers, administrative secretary, International Recreation Congress, 315 Fourth Ave., New York City.

## Little Red Schoolhouse—1931 Model

FEW community centers excel the modern school building in variety of equipment suitable for use for community or neighborhood recreational purposes. Many cities that could not afford a separate recreational center boast such school buildings. The use of these buildings after school hours would double their usefulness to the community at a very small additional financial cost. With these thoughts in mind the recreation division of the Department of Public Welfare of Pontiac, Mich., set about some two years ago to induce the Board of Education to allow its various groups to use the city highschool and three junior highschool buildings after five o'clock in the afternoon without charge. Previous to 1929 gymnasiums and auditoriums in the buildings had been available at rates ranging from $7.50 to $50 a night, charges which however did not encourage the organization of activities on a large scale.

After a long struggle, for it was not easy to overcome the general feeling that school buildings should be used without charge only for regular school purposes, the division was successful in its efforts. Since the change in policy the use of the buildings by the general public has increased sevenfold. In 1930, sixty-nine different organizations met there 317 times; 18,065 people participated in various activities while 24,400 were spectators. According to the city's director of recreation the demand this year is twice as great, due as he puts it, probably to the fact that people have more leisure and are looking for inexpensive recreation. The comment of one enthusiastic —childless—member of the volley-ball league organized by the recreation division that this is the first direct return he has received from his school-tax money is interesting.

## Pamphlets in Brief

A TABULATION OF CITY PLANNING COMMISSIONS IN THE UNITED STATES, *by Lester G. Chase. Published by Division of Building and Housing, Bureau of Standards, Department of Commerce, Washington, D. C.*

THE 786 official municipal planning commissions are listed according to states. In every case information is given as to the number of members, number appointed, number serving ex-officio, terms of office, and titles of executive officers.

SURVEY OF CITY PLANNING AND RELATED LAWS IN 1930. *Same authorship.*

THIS report contains citations to all the planning legislation enacted in the United States during 1930 and a revised summary of all general and special enabling acts now in effect in the states. It briefly describes the city and regional planning enabling acts passed by Kentucky, New Jersey and Virginia and the standard city planning enabling act recommended by the Department of Commerce.

REPORT OF THE WESTCHESTER COUNTY PARK COMMISSION, 1931.

THE ninth annual report of the now famous commission, beautifully illustrated. It contains information regarding the constantly increasing projects, which include 17,254 acres of land in parks and parkways in Westchester County and 160 miles of traffic parkways. In 1930 the income of $1,757,082 from concessions and special recreation features overbalanced operating and maintenance expenses of $1,732,864 by an ample margin. An estimated total of 6,800,000 visitors enjoyed the recreational facilities of the system in 1930.

WHY DO YOU LIVE IN AN APARTMENT? *by S. James Herman. Published by the Michigan Housing Association, Detroit.*

A STUDY based on material obtained from the answers to some thirteen hundred questionnaires circulated by four hundred women students of the Detroit Teachers' College. The author concludes that the morals and spiritual life of American families forced against their desires by economic necessity to abandon the single homestead is suffering irrevocably as a result. Even those who do not agree with his conclusion or obvious remedy will find much interesting data here assembled.

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

# INDUSTRY

## Dollar Weights and Counterweights

THE past month has been remarkable for the outpouring of funds in response to the appeals of emergency unemployment relief committees. The giving is magnificent, especially when these emergency millions are added to the millions raised directly by the established philanthropic agencies. But as weights in the balance of the total industrial situation, these millions—$12,000,000 in New York City at this writing against a goal of $18,000,000, for example—are insignificant in contrast with the totals that are involved in such industrial negotiations as those between the nine railroad presidents and the executives of the railroad unions which began on November 19. The railroad presidents are reported as seeking a reduction of 10 per cent in railroad wages. This is in line with a recommendation of November 9 by the Investment Bankers Association at its Atlantic City Convention. "A 10 per cent reduction in railroad wages and salaries would add approximately $250,000,000 to railroad net earnings," the bankers believe. This would be in addition to the overhead saved to the railroads by the reduction of their labor force. Testifying before a Senate Committee in Washington early in November, D. B. Robinson, chairman of the Railway Labor Executives' Association, stated that 750,000 railroad workers had lost their jobs since the peak of employment in that industry. The wages of 750,000 workers for a year would probably run well beyond a half billion dollars. Such figures give a rough indication of the relative size of the weights and counterweights in the scale of industrial employment and unemployment relief.

## Social Planning in Action

THE Department of Industrial Relations created by the State of California in 1927 has just published its first biennial report. The six divisions which compose the department cover industrial accidents and safety, labor statistics, law enforcement, state employment agencies, housing and sanitation, and industrial fire safety. Everyone who is interested in gauging the progress of constructive social planning and administration in a great state will find this record immensely stimulating. In view of the bogey of governmental incompetence and political manipulation that has been paraded to drums by the opponents of public unemployment insurance the record of the State Compensation Insurance Fund is particularly interesting. As a part of the Workmen's Compensation and Safety Laws, the legislature "had in mind the necessity for a carrier that, while competing fairly with the other carriers, would furnish insurance to employers at cost." The business of the state fund has steadily grown. The one hundred thousand dollars originally advanced by the state as "working capital" was returned with interest after the first year. Compensation insurance rates as promulgated by the state insurance commissioner are so made that 59.4 per cent of the premiums go to pay compensation and medical losses and the balance of 40.6 per cent for the payment of expenses of operation. As the Fund's operating expenses have averaged less than 15 per cent of its premium income, the difference between this and 40.6 per cent in the rates, plus interest earnings on reserves and catastrophe surplus, are available for distribution to policyholders as dividends. Approximately thirty thousand employers are Fund policyholders at the present time, representing one third of the insurance written by the sixty compensation insurance carriers in California.

## Safety First

THE drift of opinion among the small-income group of the nation, which includes large numbers of wage-earners and which is likely to have a strong bearing upon social legislation as it affects the custody and administration of funds reserved against unemployment and related forms of economic disability, is indicated by the latest report of the Postal Savings System of the U. S. Postoffice Department. On October 31 deposits reached a new record of $527,130,130. This is a gain of about $67,000,000 from September, the greatest gain ever registered in one month. The Postal Savings System pays only 2 per cent on deposits as compared with the usual rate of 4 per cent paid on savings deposits by banks. On the same day on which this report of the Postoffice appeared in the press, the Federal Reserve Board announced that 512 banks had suspended during October, involving deposits of $566,686,000,—also a record for such a period in this country. Such facts, like the facts about the administration of such funds as that of the California State Compensation Insurance referred to in the preceding paragraph, are effective educators of public opinion among that great group to whom security means more than the difference of a point or two in the interest rate.

## Hunger in the Coal Fields

THERE is a real danger that the current appeal of the American Friends' Service Committee in behalf of starving families in the distraught coal fields of West Virginia and Kentucky will receive far less than its due share of attention. The "new crisis" which has developed in these bituminous coal fields is only to a minor degree the result of labor controversy. Shrinkage in the market demand for bituminous coal has aggravated the longstanding results of too many mines and too many miners to such an extent that the Friends' Committee finds that more than one hundred thousand miners have been thrown out of work permanently. Although the Friends initially limited their work to the most needy mine communities in seven counties in West Virginia and four in Kentucky their most recent appeal gives twenty-five thousand as the minimum estimate of children alone who will need their care this winter. Thousands of adults face actual starvation unless the Friends can find means to rescue them. New or used clothing for all ages, with special emphasis on boys' clothing and children's shoes, will be welcomed. All shipments must be sent prepaid. It will be remembered that the Friends were urged to join this characteristically Samaritan enterprise by the federal Children's Bureau and the President's Committee on Employment. The address of the Coal Relief Section of the American Friends' Service Committee is 20 South Twelfth Street, Philadelphia.

## Labor Standards Set by Law

THE establishment of labor standards, in a world of international economic cooperation and competition, transcends not only the powers of individual industries within given countries, but also the powers of individual nations. The ability of any nation to establish and maintain high and rising standards depends increasingly upon the diffusion of comparable or identical standards throughout the industrial nations of the world. Alice S. Cheyney of the Washington Office of the International Labor

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

Organization, in collaboration with the Geneva Research Information Committee, has completed a study of International Labor Standards and American Legislation, (Vol. II, No 8, Geneva Special Studies, price 50 cents). For the past ten years, Miss Cheyney points out, three quarters of the nations of the world have been cooperating in efforts to stabilize employment conditions, abolish abuses and increase opportunity for their workers, "because it is difficult for one country to require of its industries anything not required of the competing industries of other countries." A group of nations, including all the industrial peoples except those of the United States and Russia, have been attempting to meet the problem in joint action by agreement among competitors. There are now in existence thirty-one treaties which have received an aggregate of more than four hundred ratifications. Miss Cheyney has made a remarkably complete, vivid and dramatic analysis of American labor legislation against the background of these international treaties. In the midst of the confusion of the times, this study is a heartening revelation of constructive forces quietly at work in building the framework of a new and finer industrial civilization. Miss Cheyney's maps and charts make it easy to see at a glance just where the United States stands in the matter of labor legislation individually and in comparison with the industrial nations of the world.

## Industry's Code

OTHER forces than those of legislation are at work in the development of labor and industrial standards from a social point-of-view. Under the chairmanship of Morris Llewellyn Cooke, the Industrial Code Committee of the Taylor Society has published a tentative draft of a proposed Industrial Employment Code based upon the experience and practice of the "top half of American industry." The code, Mr. Cooke explains, is really a child of the Great War. "Late in 1917," he recalls, "it was suggested to General Crozier that as his department, the Ordnance Department, was buying great quantities of goods it would be well to provide the conditions under which these goods were to be manufactured." The result was the famous General Order No. 13 which fixed the labor conditions under which billions of dollars' worth of goods were produced. Mr. Cooke particularly acknowledges the part taken by Mary van Kleeck in formulating Order No. 13. The present draft Code, while rooting back to the days of the War, represents the continuing thought, research and patient labor of an unusually able group of men and women over a period of years. Its formulation of standards affecting such fundamental matters as wages and earnings, security of employment, personnel administration, employes' group relationships, represents the most advanced thinking as well as the best practice among the industrial executives of America. Coming from an oranization of the conservative reputation of the Taylor Society, the declaration that "any condition of the work contract binding the workman not to join an independent (standard) labor union is to be deprecated," is impressive. Every important issue in the field of industrial relations is approached in the same open-minded and genuinely social spirit. It is safe to assume that Mr. Cooke had more than his immediate audience in mind when, in presenting the Code to a round table meeting of the Taylor Society, he said: "The Committee is on its knees begging you and anybody else to give us any ideas as to how this instrument can be made to represent the best practice in American industry."

## A New Job for Negroes

THE National Urban League announces that through its Department of Industrial Relations it is attempting to get information on the special effects of the present crisis upon the employment of Negroes. Its most recent bulletin begins hopefully with the ancient adage that it is an ill wind that blows nobody good. While large hotels in certain cities are replacing Negro waiters who have long been in their service with white waitresses and department stores here and there are substituting white porters for black, the telephone companies in Richmond, Va., and Los Angeles have been employing Negroes to solicit business among members of their own race. It would be interesting to discover how such a business drive, if successful, will affect the balance of effective employment.

## A. F. of L. Reasoning

EDITORIAL comment indicated that the press of the country was widely reassured by the recent action of the American Federation of Labor in rejecting all proposals which would have committed the Federation to the advocacy of compulsory unemployment insurance by state or federal legislation. President Green, closing the debate on the question, expressed the opinion that "ultimately we shall arrive at the place where some form of permanent relief protection must be demanded by our movement." He believed that the American movement was "traveling rapidly toward that point." Moreover, he very emphatically dissented from the common hostility to British unemployment insurance. "Of course it [unemployment insurance] works, and it works successfully, and I commend the British workers for the splendid work they have done." Why then was he opposed to the adoption of unemployment insurance in the United States? Because here the trade unions are weak while in Great Britain they are strong. Unemployment insurance involves registration at an employment exchange. If a man in Great Britain calls for his insurance benefit and the exchange has a job for him, "the probabilities are that they found it for him in a union-establishment." In the United States, the probabilities are that the job would be in a non-union plant. "That to me," President Green said, "seems an unfair position to place a union man in in the United States of America." "Let us build our union first," he declared, "and then think about coming forward along more progressive social justice lines."

## Amalgamated Experience

IN contrast with President Green's argument is the testimony of President Sidney Hillman of the Amalgamated Clothing Workers given on November 3 before the U. S. Senate Committee on Manufactures at a public hearing on Senator La-Follette's bill to establish an economic council. Mr. Hillman spoke as the chief executive of a trade union which for decades has dominated a great industry so far as labor standards are concerned. Since 1920 the union, in cooperation with the employers, has been developing and administering what is probably the most effective system of unemployment insurance in the United States. The unemployment insurance fund was first set up in Chicago because of the well organized state of the industry there. Since 1924, the fund has paid out to some twenty thousand workers close to three quarters of a million dollars in unemployment insurance. Here as everywhere, employment exchanges have been an integral part of the unemployment insurance system. There has never been a question of sending an unemployed worker to a non-union shop. But the experience of the men's clothing industry has demonstrated that no industry can meet a great social problem alone. Shifts in the market, technological changes and other forces over which no single industrial group can exercise adequate control, are always carrying considerable numbers of workers beyond the securities set up by any one industry. Unemployment has come to be an inter-industrial, that is a community problem. "It is impossible," President Hillman concludes on the basis of a unique and thoroughgoing experiment, "for industry to inaugurate a plan by and of itself; the only power that can put it into effect is governmental action."

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

# Unemployment

## Public Works for Philadelphia

A PROGRAM for stabilizing employment in Philadelphia through long-range planning of municipal improvement projects is developed in the study made by William N. Loucks and published late last month as Research Study XV of the Wharton School of Finance and Commerce, University of Pennsylvania. The report is a part of the research into causes of unemployment and ways of meeting it being directed by Joseph H. Willits, head of the research division of the Permanent Committee on Unemployment of the Philadelphia Chamber of Commerce (see The Survey, February 1, 1930, page 507). The Philadelphia Chamber of Commerce has formally endorsed the principle of long-range planning of public works for the city and has undertaken to cooperate with the committee in exploring and developing the best means of promoting the program. Professor Loucks, in his study, outlines six steps in municipal administration which Philadelphia must take if it is to stabilize employment through public works: set up a comprehensive, authoritative plan for future municipal developments; a long-run program of financing coordinated with this plan; "recover and find ways of resolutely preserving a much larger unencumbered margin of borrowing capacity than it now has"; make funds quickly available to finance projects started on short notice; simplify the procedure of planning, authorizing and putting municipal improvements under contract; shorten the procedure of acquiring title to property needed in improvement work.

## Detroit Tries Again

IN an effort to bring order into the confused and constantly changing relief situation in Detroit the Community Union has authorized the establishment of a Relief Council, headed by Stuart A. Queen, to attempt to coordinate the work of all agencies, public and private, in the field of family and relief service. Similar committees have operated successfully in other cities, but Detroit's situation is difficult and the new Council, while it has promises of cooperation on every hand, is not making any claims in advance of accomplishments. Detroit's situation is not made easier by the fact that its Community Fund fell $600,000 short of its goal and that Mayor Murphy's effort to raise $9,000,000 from private sources to meet Senator Couzens' offered $1,000,000 was unsuccessful. A quiet effort is now being made under the leadership of William J. Norton to raise $3,200,000 for relief. Meantime the Fire Department has gone into action and is offering at every firehouse in the city, a hot meal to every hungry person who asks for it.

## A Mounting Need

BASED on the sharp drop in employment, payrolls and average wages in New York in October, the last month for which figures are available, Frances Perkins, state industrial commissioner, recently urged the passage of the Wagner bill "for a complete, well supported federal-state employment service," adding,

> In this state we expect and hope to receive increased appropriations from the next legislature for the development of our state public employment bureau, and we shall be ready to meet that appropriation with effective work.

The latest New York figures show a decrease of 3.3 per cent in employment, exceeding any month-to-month drop this year. Using 1925-27 as 100, the index has now fallen to 71.3. At the same time the index of payrolls declined 6 per cent to 62.7, the 1916 figure, and average weekly earnings dropped 86 cents to $25.30, the 1922 level.

The value of an effective system of public employment offices in giving an accurate picture of employment conditions as well as in connecting men and jobs is shown by a recent report. The Bureau of Statistics of Pennsylvania's Department of Labor and Industry, in its Special Bulletin No. 33, attempts to answer the question, How Many Are Jobless in Pennsylvania? The figure arrived at, 918,768, or 24.7 of the working population, is frankly an estimate, arrived at by ingenious but very laborious statistical methods. The report adds,

> No allowance has been made in this estimate for the probable 5 per cent "normally" unemployed, nor for those unemployed due to cyclical and seasonal movements of industry and to technological changes. These factors must be kept in mind in interpreting the unemployment figures.

## Federal Aid in Canada

CANADA is floating a loan of approximately $125,000,000 for a program of unemployment relief to include road-building, public improvements and direct relief. Each provincial government will decide in what form relief will be organized in its own territory. In some western districts unmarried, unemployed men will be gathered into national camps and put to work clearing land at a weekly wage of $7.40 in addition to maintenance. Ontario is organizing seventy construction camps for men who will work on the new national highway. In settled communities the elimination of grade crossings and the laying of new sewers are major projects.

In meeting direct relief needs the national government cooperates with the provincial and municipal governments, each contributing a third of the amount agreed upon, but this rule will be waived in certain districts where local treasuries are exhausted and where continued drought has occasioned repeated crop failures. Southern Saskatchewan, where a three-year drought has brought acute suffering to 175,000 people, will, it is said, be allotted $10,000,000 of the relief fund.

## A Case Against Wage-Relief

CLEVELAND, after its hectic experience last winter with work-relief or, as Ralph Hurlin, statistician of the Russell Sage Foundation, now calls it, wage-relief, wants no more of it. Cleveland borrowed and spent $950,000 in the form of wages at sixty cents an hour, the work being distributed among fourteen thousand men. Of the whole sum $575,000 was spent in the parks, 90 per cent of it for common labor, and $375,000 in street repairs, 50 per cent of it for labor. So thin was the work spread and so involved was its administration that as a means of reducing direct relief, or "outright relief" as Mr. Hurlin dubs it, it was entirely ineffective. Competent observers claim that even if wage-relief had been limited to persons referred by relief agencies the cost would have been three times as great as a program of outright relief for the same families.

The reasons for this, says Raymond Clapp, director of the Welfare Federation, are three:

1. The family itself has a different attitude toward income from wages and income from outright relief, while the landlord, the grocer and all creditors take a different attitude toward a family that is earning, however little, and one that is



PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

"on the charities." Five dollars of outright relief will go as far with the average family as $10 of wage-relief.

2. The average case worker has a different attitude toward wage-relief as compared with outright relief as a resource. She will recommend many families for wage-relief which she would not recommend, at least not so soon, for outright relief.

3. A man on wage-relief has less opportunity to pick up odd jobs or to look for regular employment than a man on outright relief and is apt to remain longer as a charge on relief funds.

"There is an admitted advantage to the individual man who receives wage-relief," says Mr. Clapp, "but wage-relief is several times as expensive as outright relief and the value to the individual does not compensate for the heavy draft that the method makes on relief funds, never really adequate, and the consequent danger of their premature exhaustion."

## Going to the City

SOME of the difficulties of youth in the current depression are indicated by the data on six thousand newcomers to New York City who registered at William Sloan House of the Y. M. C. A., recently compiled by George A. Shumway, research secretary. The study indicates that young men now coming to the city to find work do not remain long, probably because of the unemployment situation. About 73 per cent of those registered at Sloan House since January 1931 left within one week, and 81 per cent stayed less than two weeks. Some 40 per cent of the registrants were under twenty-six years of age, and 61 per cent under thirty-one years in a typical month. The median age (half older, half younger) was 28.2. A study of homeless young men applying for relief at the Bowery Y. M. C. A. shows a similar trend. Of the total number received at that branch in a comparable month, 60 per cent were under thirty-one years of age. More than a third of these young men coming to the city in search of jobs are white-collar workers—clerks, office workers, salesmen and so on. These are occupations in which there is already serious unemployment in New York as in most large cities.

## An Ill Wind for Boys' Clubs

WITH service demands up and income down the fifteen boys' clubs of New York and Brooklyn were facing a hard winter until someone had the bright idea of turning to the Emergency Work and Relief Bureau for competent men to help the hard-driven regular staffs. The Bureau, through its Non-Competitive Work Committee, was combing the city for jobs for white-collar men to whom it was prepared to pay $15 for a three-day week. When all the clubs had set down their needs the list was imposing. One club asked for a typist, a cabinetmaker to teach toy-making, a printer and a commercial artist, both to teach, an experienced wrestler and a tailor to sew on buttons and patch clothes. Other requests were for harmonica players, song leaders, shoemakers, candy-making teachers, librarians and supervisors for game rooms.

So large and varied is the Bureau's registration of white-collar unemployed that in almost every instance it has been able to fill the order. As a result the clubs are beter staffed than they ever expected to be in these hard times and are able to provide full and diversified programs.

## Buffalo's Third Count

BUFFALO, N. Y., is one of the few American cities to have facts on the amount and distribution of its unemployment. Preliminary results of the third annual study, made jointly by the State Labor Department, the Buffalo Foundation, the State Teachers College and the University of Buffalo, have just been given out by Frances Perkins, New York state industrial commissioner. The house-to-house enumeration was made in the same area in the first week in November in each of the three years (see The Survey, February 15, 1930, page 588). In November 1931, data were obtained for 15,329 usually employed persons of both sexes, of whom 3486 (22.8 per cent) were able and willing to work, but unable to secure jobs. The number on part-time was 3220, or 21 per cent of those enumerated. A comparison of the results of the three unemployment studies show that of the males who were able and willing to work, those who could not secure jobs constitued 62 per thousand in November 1929; 172 per thousand in November 1930; 242 per thousand in November 1931. There has been a similar inincrease in the proportion of men on part-time. The unemployment period has also lengthened. Thus, in 1930 two thirds of the unemployed group had been out of work ten weeks or more, while this year, four fifths of the group had had no work for ten weeks or longer. The proportion who have been jobless for thirty weeks or more increased from one third in 1930 to more than one half in 1931. A similar study has been made in Syracuse, the results of which will shortly be made public.

## Immediate Aids

COMMUNITY PLANNING IN UNEMPLOYMENT EMERGENCIES: RECOMMENDATIONS GROWING OUT OF EXPERIENCE. *By Joanna C. Colcord. Russell Sage Foundation, 130 East 22 Street, New York. 86 pp. 1930. Price, 25 cents.*

ADMINISTRATION OF RELIEF IN UNEMPLOYMENT EMERGENCIES. *Compiled by Margaret E. Rich. Family Welfare Association of America, 130 East 22 Street, New York. 27 pp. 1931. Price, 15 cents.*

CARE OF HOMELESS IN UNEMPLOYMENT EMERGENCIES: SUGGESTIONS FOR A COMMUNITY PROGRAM. *By Harriet E. Anderson and Margaret E. Rich. Family Welfare Association of America, 130 East 22 Street. 29 pp. 1931. Price 15 cents.*

WORK RELIEF: A MEMORANDUM ON WORK AS A MEANS OF PROVIDING UNEMPLOYMENT RELIEF. *New York Joint Committee on Unemployment Relief, Room 710, 105 East 22 Street, New York. 22 pp. 1931. Free.*

EMERGENCY RELIEF IN TIMES OF UNEMPLOYMENT. *By Mary E. Richmond. (Reprinted from The Long View.) Russell Sage Foundation, 130 East 22 Street, New York. 16 pp. 1930. Free.*

A COMMUNITY PLAN FOR SERVICE TO TRANSIENTS. *Prepared by the National Association of Travelers Aid Societies. Published by U. S. Department of Commerce, President's Organization on Unemployment Relief, Washington, D. C. 19 pp. 1931. Free.*

COMMUNITY PLANNING FOR HOMELESS MEN AND BOYS. *By Robert F. Wilson. Family Welfare Association of America, 130 East 22 Street, New York. 1931.*

UNEMPLOYMENT RELIEF: A SELECTED BIBLIOGRAPHY. *Russell Sage Foundation Library, 130 East 22 Street, New York. 4 pp. Price, 10 cents.*

WHAT service can the public program of vocational education render to the unemployed is the question posed and answered in Bulletin 159, just issued by the Federal Board of Vocational Education, Washington, D. C. The report includes a particularly helpful section which outlines a local program for organizing and operating special training courses to meet the needs of unemployed groups.

BEGINNING with your own experience and ending with an examination of the whole economic system, the Association Press offers a guide to the study of unemployment which is interesting, concrete and easily followed (Unemployment, a Discussion Outline, prepared by Harrison S. Elliott, Erdman Harris, Nellie M. Day, James Myers. 347 Madison Avenue, New York. Price 35 cents. Special prices on quantity orders.)

MORE radical in its viewpoint and more detailed in its scheme is the outline course of study, Unemployment, a Problem of Insecurity, prepared by William Haber, and published by the Educational Department of the Affiliated Summer Schools for Women Workers in Industry, 218 Madison Avenue, New York (Price 50 cents). It is unusually well-planned for group use with questions for discussion, a reading list and blank pages for notes at the end of each section.

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

# WORK SHOP

## "We" vs. "They" on the Air

By HORACE H. HUGHES

*The substance of an address before the National Conference of Social Work by the publicity director of the Community Council of Philadelphia*

SOMETHING'S got to be done about our social work broadcasting. Too many of our programs, up to now, reflect a sort of "public be damned" attitude, taking it for granted that the radio audience will listen to anything we give it no matter how dull and amateurish and how loosely put together. Our programs, most of them, seem to ignore the fact that Mr. Average Citizen has been thoroughly trained by the commercial broadcasters to expect entertainment from the radio and that he is impatient with anything else.

Social work is not wholly to blame for the aridity of so many of its broadcasts. We plunged into this new medium of publicity with no knowledge of its technique and unfortunately we do not seem to have learned very much from experience. Lax standards of many of the stations are partly responsible for our weakness. Outside of the key stations of the national chains and a few others program directors are only too glad to toss us fifteen minutes or half an hour of slack afternoon time and not to bother themselves about what we do with it. No one has taken the trouble to teach us the new technique and we haven't had time or been sufficiently self-critical to learn it for ourselves. What our run-of-the-mill broadcasting needs is good, hard-boiled editing. It might hurt our feelings but it would certainly raise our standards.

Social work broadcasting suffers from the "we" complex and from the when-we-are-broke philosophy. A friend who at my request listened patiently to a group of programs commented, "Ye-es, I guess they're all right. But you might have thought Lindbergh was broadcasting. It was all about 'we.'"

Now of course broadcasting is not the only social-work publicity which blandly assumes that the public is interested in what "we" do. Cock an eye for the "we" motif and you'll find it all through our pamphlets, reports and appeal letters. But who really cares whether the Society for the Eradication of Humbugs exterminated sixty-one thousand of these insects last year or whether it didn't? And how can we expect the common or garden citizen to stay tuned in while "we" tell him what "we" did about humbugs? If that worthy society had opened its broadcast with "Are *you* bothered with humbugs?" a much more provocative relationship would have been set up with every listener who was, had been, or ever expected to be troubled with the pests.

Our radio publicity must, it seems to me, focus on "you" and "they" and not on "we." Let us use social problems—marriage, divorce, health, unemployment, dependency, neglect—as our springboard for social interpretation over the air and build our programs on the fair assumption that our listeners are interested in the problems and only incidentally in our organizations.

Many agencies, when a purely educational radio program is suggested to them, are wide-eyed with surprise: "But why trouble to broadcast now? This isn't campaign time."

That epitomizes the when-we-are-broke philosophy—the great bugaboo of social-work publicity. We all talk about constructive educational publicity, but the minute we need money we turn around and ladle out the old reliable sob-stuff, the "Little Mary was sick" story—feeding the public a kind of emotional pap and leaving it the rest of the year without any of the good bread-and-butter of our constructive job. Psychologists tell us that this emotional urge is unstable, that it lingers but briefly in the consciousness of the individual. Mr. and Mrs. Giver may throb for ten minutes over poor little sick Mary, may even send a check while under the spell of your radio persuasion, but after the emotional spree has been slept off you'll hear them chiming in on criticism of the family society that scandalously spends more for service than for groceries.

HAPPILY not all social-work radio programs are thus crippled. Several large cities have developed vigorous programs that have gained a popular following and that are valued by the broadcasting companies. There is St. Louis, for instance, with its Community Forum every Sunday afternoon from four to five. Over the largest radio station in town the Community Fund gives the people of St. Louis a program of good music and round table discussions of live topics between prominent men and women, the whole topped off with pointed comment by Robert W. Kelso on public affairs and their relation to social work. Here are some of the topics discussed:

The Cause of Our Criminal Crop
When Our Young People Are Ready to Marry
Should Our Children Be Spanked?
Modern Miracles in Science, Medicine, Plant Life, Education
What is the Minimum Standard of Decency for Housing a Man, his Wife and Three Children?

At first glance you may wonder how these topics relate to social work. If you belong to the "we" school of interpreters they don't. But how many St. Louisans do you think would tune in on the Forum if the sum and substance of it, week after week, were what "we," the Community Fund, do for St. Louis? And who wouldn't listen to a lively discussion of Should Our Children Be Spanked? A prominent St. Louis attorney says "Yes"; the chairman of the Council for Child Study and Parent Education says "No"; a psychiatric social

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

worker says "Yes and No." Conflict, human interest, variety —all are there.

If such a program leaves you in doubt as to its practical value to social work remember that social workers have always believed that the best way to secure the understanding and the support of influential people is to get them to do something for you. With this thought in mind scan the list of speakers on the St. Louis Community Forum: a United States senator, a member of the legislature, several ministers, the president of the Women's Club, the master of ceremonies at a local playhouse, the director of the Botanical Garden, the manager of the Automobile Dealers' Association—not a bad crowd to be actively and publicly doing something for the Community Fund.

New York gives several bright spots to the social work radio map. First, the Y.M.C.A. with the most ambitious project of them all, broadcasting twenty programs a week. And what programs—everything from French, German, Spanish and Italian lessons to a series on What Foods Men Like. Between these two extremes is something for everyone on the family, travel talks for sister, sports for little brother, religious services, Negro spirituals, even television. There is little mention of what "we" do in these programs but a great deal about "they"—"their" problems, "their" interests, resulting in a gradual building up of goodwill and understanding of the Y.M.C.A., its facilities and functions.

A good example of health agency broadcasting is offered by the New York Tuberculosis and Health Association, one of the pioneer agencies on the air. Eight years ago in cooperation with the New York Academy of Medicine, it began broadcasting on a small scale. Today the programs require the full time of a secretary. Four hundred health talks a year, given by the best medical talent in the city, originate in the offices of the Association. And the whole program is based on "they." Not one talk in the whole series tells the life history of the New York Tuberculosis and Health Association.

And while we are on the subject of health broadcasting, let's tune in on St. Paul. Here the Minnesota Public Health Association has conducted a novel project, a radio highschool public-speaking contest in connection with the Tuberculosis, Foe of Health, campaign. Some of the conditions of the contest were:

Talks limited to five hundred words.
Subject, any phase of the tuberculosis problem as it affects youth.
Twenty best talks to be broadcast over Stations WSTP and WCCO.
Each talk must previously have been delivered before the highschool assembly from which it is submitted.

Here we have a radio program not only beginning where "they" are but actually done by "they" themselves.

Next the Washington Community Chest steps to the microphone with a program called Give-idends. It is based on the assumption that everybody is interested in money, so that the Chest tells the people of Washington how "their" money has been expended to meet the social problems of the city.

The Community Council of Philadelphia bases its radio programs on the belief that the public expects entertainment on the air and that it is slow to accept anything else. So the programs are built around good music supplied without cost by the leading conservatories, choirs and opera companies of the city. Of course there is a talk, but it is limited to five brief and pointed minutes in a half hour of broadcasting. A carefully written continuity, read by a professional announcer, adds smoothness and coherence and at the same time utilizes the medium through which the public is accustomed to expect information and advertising. But this time the information is not about Pepsodent or Lux or Camels, but about social conditions in Philadelphia.

I hold no brief for any of these programs. They all have their faults. But I maintain that they indicate progress toward a level on which the social agencies will meet the public in terms of where it is in interest and understanding and not in terms of where "we" think it ought to be.

# Who Should Count—and What?

By A. W. McMILLEN
*Graduate School of Social Service Administration, University of Chicago*

THREE years ago the social workers of St. Paul would have said that about seven thousand families in the city were receiving assistance from relief-giving agencies. The reports from the various agencies themselves provided this figure. Today these same workers know that this figure was about 50 per cent too high. They know in fact that, in spite of the unprecedented increase these past two years in the number of families receiving relief, the number of dependent families in the city in November 1931 is 7300—a load very little larger than they had imagined they were carrying in the halcyon days before the depression. They know further that the present figure is accurate and that the error in the earlier one was caused by inter-agency duplication.

Those who are interested in the contribution that statistics can make to the solution of problems of community organization will find food for reflection in the St. Paul experience.

Figures compiled in 1928 under the joint direction of the Association of Community Chests and Councils and the Social Science Research Committee of the University of Chicago indicated that the amount of relief per capita population in St. Paul was $1.49—the highest in a group of twenty-nine cities. St. Paul social agencies immediately asked: Why is our per capita cost for relief apparently higher than that of any other of the twenty-nine cities? An examination of this question seemed to point to the need of a closer scrutiny of the local methods of compiling data and to a study of the policies which the figures reflected.

In St. Paul, as in most cities, it was well known that one welfare agency habitually supplemented the efforts of another. Circumstances often seemed to require this type of cooperation and, through the Social Service Exchange, it was possible for the case workers to learn whether other agencies were assisting their families. No one was in a position to state, however, the extent to which these cooperative arrangements swelled the statistical count of dependent families.

The machinery set up to eliminate duplication in the statistics for the year 1930 was very simple. Each of the relief-giving agencies submitted to the Council of Social Agencies the names and addresses of families receiving relief each month. A simple card file was set up and the names cleared against one another. One card was made for each family and the different agencies were listed on the card as they became active on this case throughout the year. At the end of the year 1930 it was found that duplications ran from four hundred to nine hundred each month and that, after clearances were effected, the total number of dependent families for the year was only 4724.

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

By this time there were many other questions. Pierce Atwater and Louise Clevenger of the Council of Social Agencies decided to try to find out how the major family problems were distributed and how the money was distributed over the cases. These two things in addition to the elimination of duplication in the statistical count were the objectives of the 1931 experiment.

The machinery for the 1931 venture was somewhat more elaborate than in 1930 but the procedure was essentially the same. The second project was set up jointly under the auspices of the Board of Public Welfare and the Community Chest. Looseleaf ledgers were provided for each of the relief-giving agencies in the city: the Board of Public Welfare, United Charities, Jewish Welfare Association, Bureau of Catholic Charities, Ramsey County Mothers' Aid and the Wilder Charities.

IN addition to the agency ledgers there was a master ledger file in which was inserted one sheet for each family known to any of these six agencies. Thus the Brown family might appear in the ledger of both the United Charities and the Board of Public Welfare, but in the master ledger there would be only one sheet for the Browns. In addition to the name, a classification of every case is entered each month under one of the ten selected categories, as follows: unemployment, incapacity, homeless individual, transient family, non-resident family, domestic difficulties, pending permanent disposition, follow-up care, old age, mothers' aid.

In addition to this classification, the amount of money put into each case from whatever source is entered in the master file. The costs are broken up into the following items: fuel, provisions, rent, transportation, meals, lodgings, clothing.

Without pausing to consider here objections that may be raised to the practice of classifying cases according to "causes" of poverty, it nevertheless remains true that a summarization of the master ledger at any time shows the unduplicated total number of families receiving relief throughout the city. Moreover, these families may be classified according to the major problem of the family; that is, unemployment, sickness and so on with appropriate reservations of course respecting errors in social diagnosis made by the case workers. The amount put into each case from each agency is also shown in the master file.

In addition a summarization of the ledger sheets of any constituent agency reveals the total case load of that agency and the case classification and cost to the particular agency. Of course only in the master file is the total cost of each case assembled.

In brief what the plan has accomplished is this: It has transferred from the individual agency to the Council office the complete responsibility for compiling statistical reports covering the whole field. Under this plan a given agency, in lieu of submitting monthly reports to the Council office could, if it wished, rely upon the central office to supply it not only with a report of its own monthly activities but also with a report covering the field as a whole.

The St. Paul plan is new and its value cannot yet be appraised. The purpose of this article is to suggest the need for discussion and particularly to advocate that this discussion be related to an examination of the present function of the social-service exchange. It would appear offhand, for example, that in lieu of a ledger system operated by the Council, a series of card files maintained by the social-service exchange might produce more economically the unduplicated totals that communities will soon be demanding. The exchange would thus become a central statistical office for the Council as well as a central clearing-house.

The work of the social-service exchange is notoriously difficult to finance, chiefly because it is hard to convince potential donors that the gain to the field of social work is worth the cost. In Chicago the cost of registering a case at the exchange is said to be seventeen cents; in New York, twenty-one cents. In meetings of social workers the question is frequently debated whether registration of cases should be selective or universal. Those who advocate selective registration are usually hard pressed to define the point below which the registration of any agency's contact with an individual or a family will definitely be a wasteful loss. This perennial debate with respect to universal as opposed to selective registration of cases would disappear if the exchange assumed responsibility for monthly statistics. It would be necessary to register every case in order to obtain a total count of the families assisted by the community. Out-of-town inquiries and similar minor services would doubtless disappear from the statistics except insofar as certain agencies might wish to keep a count of them independently for administrative reasons.

The past five years have witnessed a remarkable growth of interest in statistics in the field of social work. There has not yet been, however, a thorough-going analysis of the ends sought in the compiling of these data. This uncertainty as to the purposes that data should serve has been particularly conspicuous in the field of family welfare. Thus far efforts have been devoted chiefly to obtaining counts of the kinds of treatment given rather than of the numbers of families requiring community intervention. Great energy has been expended in endeavoring to divide case counts into such categories as "Cases under care," "Major care," and "incidental service." By comparison, little effort has been made to find out the number of instances in which treatment of any kind is indicated.

It is perhaps not amiss to inquire just what purposes are most important. In trying to count cases in terms of kinds of treatment given, we seem to be serving chiefly the groups that are interested in the most technical aspects of case work. This objective is important and should be continued, but it is questionable whether a procedure that has undoubted value for experimental purposes should be extended to wide limits before the worth of its contribution has been fully appraised. Few would deny that the insistence of the Russell Sage Foundation, the Registration of Social Statistics, and the Jewish Social Research Bureau upon a division of case loads in terms of kinds of treatment given has provided a wholesome stimulus to the analysis of technique and a study of policies of intake. This contribution has been mainly on the side of professional development, and in all probability its possibilities have not yet been exhausted.

FROM the standpoint of the social-planning groups of the community, it is doubtful if this emphasis has been wise. What facts will prove most useful to the family welfare section of the council? Does this group not wish to know first of all how many families are obliged to seek aid from the community? Do they not want this fact in a single total, uninflated by the duplications that occur when each agency submits a figure for the total number of families with which it individually has been concerned?

The St. Paul method of obtaining an unduplicated total is not the only one that has been suggested. In Syracuse the same result has been attained through a very clear-cut policy of allocation. But in most communities, supplementation will probably be the rule for a long time to come. Nor should this be discouraged merely to obtain accurate statistics if the present cooperative arrangement provides a better rounded service than an individual agency could provide. But it has become increasingly clear in the past two years that city-wide figures containing an unknown number of duplicates are not sufficiently accurate to serve the present grave needs. If present arrangements will not yield the needed figures, existing instru-

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

mentalities for collecting data should be carefully appraised. No one desires to set up new machinery if the old machinery can be altered to meet new needs. It is possible that the social-service exchange has much broader potentialities for community service than have yet been recognized. In any case the possibility for adapting it to wider purposes deserves careful consideration.

Perhaps an even more important need, however, is the reappraisal of the statistics agencies are now actually compiling. The experience in other fields indicates that it is not an unknown thing for statistics to pile up automatically for years before anyone takes the trouble to determine whether they must be altered in some respect before they will be capable of serving the ends for which they are compiled. In a recent report entitled Uniform Crime Reporting the International Association of Chiefs of Police points out that for years arrests were used as a basis for measuring trends in crime whereas even a superficial knowledge of conditions in urban America should make clear that only "crimes known to the police" can serve this purpose. Councils of social agencies may be glad if some of their member agencies are experimenting with measurement of "types of treatment" as a means of improving professional standards, but it should be clear that such measurements are not a substitute for the simpler facts upon which plans to meet fundamental needs must be based.

# The Vagrant Observer

By ELWOOD STREET

JUST about the best publicity schedule that your vagrant observer ever saw was in the office of the Richland County, Ohio, chapter of the American Red Cross, which amicably shares with the Community Chest half the basement of the Public Library in Mansfield, Ohio. This chart is a sheet of cardboard about two feet wide and three feet high. It is ruled off into vertical columns for the days of the week, and into horizontal sections by weeks, so that each week stands out by itself, with a square for each day. Into each day's square are written the things to be done that day; and, in a square at the beginning of each week, are stated the week's general publicity objectives.

This isn't just plan—it's been translated into actuality, declares Gertrude B. English, executive secretary. She didn't take any chances on losing workers for her roll-calls. Last year, they were all signed up for three years; and all she had to do this fall was notify them of when their service began. To make sure that no one who had a dollar and a heart was missed, she had a card typed from a large real-estate map of the county, of every property-holder in the county; and then had the postoffice check these names for accuracy, because some farmers had got tired of farming, rented their farms to tenants, and moved into town. There were enough workers, so that each had only six or seven cards.

As far as your observer could see, the only way to escape from the financial clutches of the Richland County Chapter of the Red Cross was to commit suicide before the roll-call.

THE Detroit Community Fund has solved the perplexing luncheon-charge problem, according to Percival Dodge, director. In a good many cities, if the chest pays for the luncheons, contributors complain at their good money being gobbled into the tummies of workers; while, if the workers are charged for lunch what most hotels find necessary, the workers stay away rather than pay. In Detroit's campaign, last October, the lunch supplied by the Hotel Statler cost $1. Workers were charged 50 cents. Members of the Fund board made up the difference with special contributions, which were deposited in a separate bank account and did not go through the Fund books at all. Workers did not seem to mind the charge, and complaints by contributors on this score just about disappeared—but, if they didn't want to give, they found plenty of other things to complain about—as those who do not wish to give apparently always have done and presumably always will do. The luncheon, by the way, was a buffet lunch, which the workers themselves picked up from serving tables near the entrance to the ballroom and carried to their seats at the dining tables. Waiters served coffee; and ice cream, if that was the dessert, although non-melting desserts, when part of the meal, were put on the tables before the meeting. This plan saved time and seemed satisfactory to all concerned, said Dodge.

By contrast, in Warren, Ohio, A. L. Nilson, Community Fund director, reports lunches served without charge in turn by ladies of the varioug churches, in their church dining-rooms, in a sort of healthful competition. Opinion varied as to the best feed, but some thought the Catholic ladies outdid the others. Your observer regrets that he missed these luncheons. Of this kind of competition he would be a willing victim!

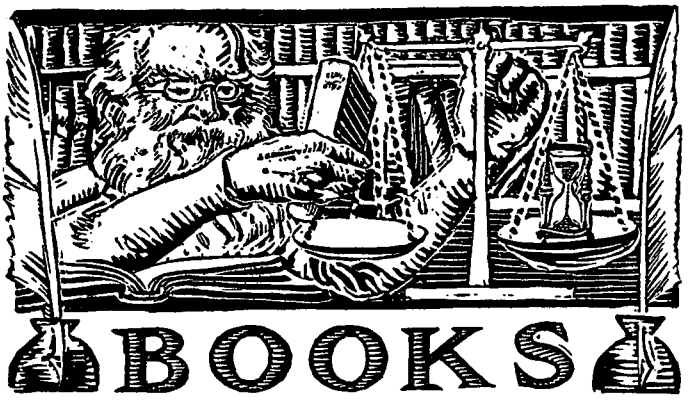
A MICHIGAN city's community chest, which shall be nameless in these chaste columns, wanted to get its campaign workers hard at work on a Monday morning, for a full week's soliciting. Traditionally, ministers do not like competition with their Sunday night services, poorly attended as those services tend to be in many churches in these radio-active days. The chest invited all the preachers to a meeting, and got their consent to hold a mass meeting of all workers on Sunday night, while the preachers would be given a vacation from their usual responsibilities on that evening. That plan brought about a record attendance. On Monday morning, at nine o'clock, the solicitors were reminded of their obligation to work, and givers of their obligation to outdo their former selves, by the ringing of every church bell in town, the enthusiastic tooting of every factory whistle, the sounding of fire-department sirens, and the tumultuous marching of all the brass bands and drum-and-bugle corps in town down the main street, while a double charge of dynamite was set off in a nearby stone quarry. The effect was stupendous, according to all reports. As one might say, the campaign began with a bang. It reached its goal, too.

IN order to get dictation of case workers finished promptly, in spite of the pressure of serious overload due to unemployment, the Allied Relief Council of Youngstown, Ohio, has established quiet rooms for dictation. The use of these rooms, and of stenographers, has been scheduled, so that each case worker may get her dictation done without interference—a great help, the workers testify, as, also, does Anna M. Woodward, general secretary.

AFTER trying almost every time of day and night for board meetings, the Social Service Bureau of Springfield, Ohio, found that 11 A. M. worked best. The meetings always close in time for members to make luncheon engagements. Attendance is good and interest high, reports Elizabeth Miller, secretary. This Bureau owns three small automobiles for its workers; keeps them in a garage which is part of the building which the Bureau occupies; locks 'em up at night; operates them for six cents a mile.

HAPPY results for an overworked family society executive through use of a dictating machine are reported by Miss Cora M. Floyd, secretary of the Social Service Union of Steubenville, Ohio. With a heavy case load overwhelming her and her staff; and with a million things, almost, distracting her during the day, she had no time to attend to the correspondence and reports which were also her responsibility. She did not like to keep her stenographer nights for dictation. A dictating machine solved that problem. Now Miss Floyd dictates to the machine after office hours (even though overtime is not thereby given the approval of this august journal); and her stenographer transcribes the material during the day.

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED




## Unemployment Round the World

UNEMPLOYMENT AS A WORLD PROBLEM. *Edited by Quincy Wright. The Harris Foundation Lectures for 1931. The University of Chicago Press. 260 pp. Price $3 postpaid of The Survey.*

JOHN MAYNARD KEYNES opens this brilliant series of lectures with a bracing declaration of certainty both as to the cause and the cure of the world depression. "I trace it wholly to the breakdown of investment throughout the world." The problem of recovery is, therefore, a problem of re-establishing the volume of investment. Mr. Keynes has a rare genius for the luminous exposition of economic data, for trenchant analysis, and for persuasive and provocative inference. For him the vital necessity "for a society living in the phase in which we are living today, is to bring down the long-term rate of interest at a pace appropriate to the underlying facts." This sounds highly technical but what Mr. Keynes has to say on this theme is essential to an understanding of the economic causes of unemployment and to the building of the road to permanent recovery.

Prof. Karl Pribram of the University of Frankfurt, Germany, whose three lectures follow Mr. Keynes', finds that by far the most important cause of the increase of unemployment is the excessive production of raw materials and especially of agricultural produce. Because it is possible to buy the same quantity of agricultural produce with a much smaller quantity of industrial goods, industrial production diminishes and unemployment increases. In view of the present wide interest in the so-called Swope plan for industrial stabilization, Professor Pribram's observation that the production- and price-control policy of trade associations and cartels in Germany "tends even to aggravate crises" is significant.

E. J. Phelan, chief of the Diplomatic Division of the International Labour Office, devotes his three lectures,—the concluding chapters of the book,—to a review of the problem of unemployment as it has been reported to Geneva. Unemployment is a world-problem. Mr. Phelan tells the story of the "methods of collaboration" through which the peoples of the world, "inspired by an ever increasing conviction of the solidarity of human society," are trying to deal with it internationally.

ROBERT W. BRUÉRE

## The Future of Social Work

SOCIAL WELFARE AND PROFESSIONAL EDUCATION, *by Edith Abbott. A Volume in the Social Worker's Five-foot Shelf. University of Chicago Press. 177 pp. Price $2 postpaid of The Survey.*

IN a series of vigorous addresses prepared for various occasions and here gathered into one volume, Miss Abbott gives her philosophy of social work and sketches in some of the details of method. Her main thesis is that the future of social work is in the field of public administration, just as education passed over to public auspices after a period of experimentation by private initiative. The reason for this conviction is not so clearly stated, although the inference is clear that it rests upon the dual foundation of the wider resources which the state may offer, and the greater justice of such a system to its beneficiaries and its supporters alike. The author points out the amazing advances which public administration has made in recent years and to the rapidly increasing demand made by it for an adequately trained personnel.

On the subject of training for social work, Miss Abbott is consistent in viewing the field generously—as a professional training, not as a trade-school project—in which the social and exact sciences acting as foundations will carry a professional superstructure in which the student will be given generous opportunity to master the technical intricacies of public administration and social research as well as of case work and community center programs.

The last address is, characteristically, a courageous presentation to statisticians of the fallacy of statistical work in the field of social relations without the realistic experience in those relations which only social work can give.

To the many admirers and students of Miss Abbott, this book will be a rich and unique treasure. Alone, of all her many contributions to the literature of social work, it preserves the enthusiasm, the faith and the pioneer spirit which have endeared her to this generation of social workers and have contributed to making the Chicago School a great educational center for social work.

F. J. BRUNO
*Washington University, St. Louis*

## Whither Civic Education

THE MAKING OF CITIZENS, *by Charles E. Merriam. University of Chicago Press. 371 pp. Price $3 postpaid of The Survey.*

AFTER editing separate studies of how England, France, Germany, Austria-Hungary, Soviet Russia and the United States prepare their people for citizenship, Professor Merriam concludes the series with a comparative study of methods of civic training. His own independent researches and teaching in political science, for which he received appointment as one of the "distinguished-service professors" at the University of Chicago, have enabled him to add distinctive qualities to the summary volume. His generalizations as to the trends which civic education is taking in western nations are traced from three points of view. In viewing what cohesive elements hold the body politic together, the influence of race and region are found to be declining; that of religion, although "declining over a long period, at present shows a tendency to revive somewhat"; but the power of economic class interests is "most disruptive." Viewing the techniques being used, less reliance is laid upon the older methods appealing to love of locality, governmental services, language, literature, and the symbolism of the crown, the flag, and others; and more dependence is placed upon the use of the press, political parties, special patriotic organizations, and most of all the use of the schools for the development of political unity, especially in Russia and Italy. As to whither these trends lead, among the foremost of fascinating forecasts is that civic training may involve nothing less than making over the physical, mental and moral constitution of mankind. Therefore the final conclusion of this invaluable study is: "No more fateful enterprise confronts the scientists who work with human relations, or the builders of states, than to reduce the terrible and agonizing cost of men's adaptation to each other and to social change, and to relieve the finer, richer, more beautiful and satisfying possibilities of cooperation in mankind."

GRAHAM TAYLOR
*Chicago Commons*

## The Luxury of Sickness

PAYING YOUR SICKNESS BILLS, *by Michael M. Davis. The University of Chicago Press. 276 pp. Price $2.50 postpaid of The Survey.*

AS our culture goes, care in time of sickness is a matter of purchase and sale. In less modern days the peripatetic doctor was a public institution. He dispensed his pills, pre-

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

scriptions, and priestcraft as they were needed; he gathered fragments of a living from his patients in accordance with their abilities to pay. Today his place is taken by the general practitioner, an auxiliary corps of specialists, supernumeraries and nurses, and an organization of clinics, dispensaries, and hospitals; and like everything for which one goes to market, the cost comes in a nicely assorted sheaf of bills.

The problem of paying the doctor and his assistants, the hospital and its henchmen, is of its own kind. In the family of everyman the coming of disease is irregular and unpredictable; its visitations are most inconsiderate of the exigencies of the budget. The most expensive of maladies in its truly democratic way may descend upon the poor as well as the rich. The sickness may bring as its consoling companion a loss of earning power. The habits of expenditure of such simians as we are have not risen to a provident provision against an uncertain emergency. The old communistic principle of pay has degenerated into charity which the self-respecting are unwilling to accept. The endowment of medicine is not yet ample enough to absorb its expense and make its costs tolerable. The attempt to meet the expense through private finance imposes costs vastly in excess of the bills; a raid on savings, a reduction in the standard of living, a mortgaging of future income, a sacrifice of opportunity are not infrequently the price for professional aid in an escape from disease. At its best the current way of payment works only indifferently and imposes a very considerable social cost.

All of this, with suggestions of a way out, Michael Davis shows in an arresting and readable book. He begins with his problem, subjects it to rigid analysis, marshals facts and figures to support his argument,—and never loses sight of the significant question, how it may be possible for every family to pay for the professional service towards health which they cannot afford to do without. But the great value of the book is its inescapable challenge. For the matter all comes down to this: the income of the average family is barely sufficient for the necessities of life, and medical service as the market offers it is a luxury article.

WALTON H. HAMILTON
*Yale University*

## Men, Machines, Management

UNION-MANAGEMENT COOPERATION ON THE RAILROADS, *by Louis Aubrey Wood. Yale University Press. 326 pp. Price $4 postpaid of The Survey.*

PROFESSOR WOOD prepared this book as the holder of a Sterling Research Fellowship at Yale University. Considering the short time at his disposal and the highly technical nature of the subject, he has done a good job. As it was not possible for him to do much research work he had to rely principally upon articles and reports written by the proponents of the movement and upon plant visits and interviews. The document turns out to be a well written digest of this material.

The most interesting chapters deal with the suggestions made by the railroad workers and management under cooperative auspices. They reveal what labor can and will contribute to the performance of industry when it is well organized and provided with the proper motives and opportunity. Another interesting chapter deals with employment stabilization. It shows the great importance of this subject in any program designed to improve the morale of those engaged in industry.

When Professor Wood tackled the writing of this book it was perhaps a little too soon after the inauguration of cooperation on the railroads to demonstrate its contribution to the solution of some of the more serious human problems of industry as it functions today. Nor had sufficient time elapsed to bring out in clear review the effect of this movement on industrial technique. It might be asked, for example, whether the railroad labor unions have demonstrated, since 1923, their indispensability to a better order in industry, what techniques, analogous to those usually visualized under scientific management, have grown out of the cooperative movement, and to what extent the movement has been helpful in mitigating cyclical unemployment. These and other important questions concerning union-management cooperation cannot be answered until the movement has lived through a depression such as the present.

OTTO S. BEYER

## The Long View of the Filipino

FILIPINO IMMIGRATION TO CONTINENTAL UNITED STATES AND TO HAWAII, *by Bruno Lasker. University of Chicago Press. 455 pp. Price $4 postpaid of The Survey.*

THIS book presents a searching and fair-minded inquiry into the conditions affecting one of the lesser immigrant groups, but one whose increasing numbers and whose peculiar political relationship with the United States give it a high degree of importance. The author considers the significance of this movement with reference to the region of its origin, to Hawaii, and to continental United States. He considers the causes, conditions and effects of the movement, all from the point of view of one specially qualified to discover and interpret social attitudes, and the consequences of events upon the social relationships of various groups. He shows that Filipino immigration has displayed the features characteristic of each previous wave of Oriental migration, a period of welcome and friendliness when the numbers were small being followed by periods of suspicion, dislike and violent opposition. He points out, however, one very encouraging difference, which is that the American people today are much more inclined to take a long view of the situation, to interpret Filipino immigration in the light of past experience with other Orientals, and to formulate policies with an eye on eventual, social, and cultural consequences, rather than upon immediate and superficial economic needs. Indeed, one of the striking features of Filipino immigration is that there is, in no quarter, any urgent expression of an industrial or economic necessity for its continuance. The author's discussion of the social problems involved in this current of migration furnishes an additional and very illuminating demonstration of the highly complex character of any migration movement between widely different cultural and racial groups, and the necessity of applying to problems of this character the most rigid scientific study, as well as sympathetic feeling, and of not allowing superficial "humanitarian" motives to encourage situations for which there may prove to be no satisfactory ultimate solution.

HENRY PRATT FAIRCHILD
*New York University*

## Institutions in the Round

CHILDREN'S INSTITUTIONS, *by John M. Cooper. Dolphin Press. 696 pp. Price $5 postpaid of The Survey.*

THE basic purpose of this book seems to be to make the best in Catholic child-caring institutions contagious. In order to do this Dr. Cooper and his five field-work assistants planned from the first to make a *"study* not a *survey"* of the processes by which the best results in terms of child growth, education, and moral and religious training were being attained in eighty-six Catholic and eleven non-Catholic child-caring institutions in over twenty states. As the institutions chosen were of many types, sizes, auspices and programs, they doubtless represent the whole 350 such Catholic institutions in the United States. After the data had been collected Dr. Cooper compiled his report in twelve chapters, each enriched by vivid illustrations from statements as to philosophy, method and results attained, made by those in charge of the several institutions which are identified by numbered references to an index (not made public). Each chapter was sent with a request for comment and criticism to about 650 selected persons in all parts of the United States and Canada. The chapters as they appear in the book were prepared after about five thou-

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

sand comments and criticisms had been received.

While the book was written primarily for Catholics and is loyal to Catholic tradition in its discussion of moral and religious teaching, non-Catholics will find it a veritable mine of experience on all phases of the care of dependent children both as individuals and as members of their own family and kinship groups. The book as a whole has its face toward the rising sun and all who read this review may well ponder this dictum of Dr. Cooper relating to institutions: "An institution that inaugurates no new methods or policies and has none in contemplation is drifting, and usually drifting backwards."

*New York School of Social Work* HENRY W. THURSTON

## Eating for Health

NUTRITION AND PHYSICAL FITNESS, *by L. Jean Bogert. W. B. Saunders. 524 pp. Price $3 postpaid of The Survey.*

THIS volume consists of 524 pages and is divided into five parts. Part I is devoted to foods and food accessories; Part II to body requirements, including a chapter on vitamines; Part III to body processes, discussing the body as a whole in its relation to food, digestion, metabolism and excretion; Part IV to meal planning—how to build menus for the day, week and season—food economics and the influence of cooking; there is a special chapter on food fads and food fancies; Part V to diets for children, pregnant and nursing mothers, convalescents, under- and overweight. There is a chapter on malnutrition—how to recognize and overcome it. There are numerous tables and illustrations.

In the preface the author states that the object of the book is to gather into a single volume facts useful in meeting every day nutritional problems, to make this information available to a comparatively large group, to point out how such knowledge may be utilized for preventing ill health and for promoting a high degree of physical fitness.

The book is unusual in that it treats of nutrition from the broader point of view of the factors that have to do with digestion and assimilation rather than as a discussion limited to food itself. On reading it the dietician, physical educator and physician can hardly fail to have their point of view broadened and their knowledge increased by the large amount of useful information presented.

The writer's experience as instructor in medicine, in clinical research—aside from that of home economics—has served well in making the book concrete in its facts and in their presentation. We cannot have too many books of this type. It should be of great value not only in the classroom but for the individual who desires a higher standard of health and physical fitness.

*Boston* WILLIAM R. P. EMERSON, M.D.

## *RUN OF THE SHELVES*
### *A DESCRIPTIVE LIST OF THE NEW BOOKS*

SOCIAL CONFLICT—*Volume XXV of the American Sociological Society. University of Chicago Press. 258 pp. Price $3 postpaid of The Survey.*

THE PAPERS presented at the twenty-fifth annual meeting of the American Sociological Society held at Cleveland in December 1930, excellently edited and printed. One notes especially the admirable presidential address of Howard W. Odum.

ELEMENTS OF PUBLIC SPEAKING, *by Ruth Bryan Owen. Liveright. 200 pp. Price $2 postpaid of The Survey.*

A BOOK based on Mrs. Owen's long experience as a public speaker in and out of Congress, with practical suggestions for class use. In a foreword, William Lyon Phelps recommends it particularly to members of debating clubs. As to the value of oratory, he relates the following anecdote of the "hypnotic power over hostile audiences" of Mrs. Owen's father, William Jennings Bryan: "Not many years before his death, he came to New Haven to lecture against the doctrine of Darwinian evolution. The next day a Yale undergraduate gave me this testimony: 'Bryan spoke two hours and a half; I did not believe a single word he said; from the beginning to the end I was spellbound.'"

HISTORY OF BUILDING AND LOAN IN THE UNITED STATES, *edited by H. Morton Bodfish. U. S. Building and Loan League. 792 pp. Price $6 postpaid of The Survey.*

A SUBSTANTIAL volume, including many brief biographies, marking the one-hundredth anniversary of the building-and-loan movement which began with the organization in 1831 of the Oxford Provident Building Association at Frankfort, Pa., now a part of Philadelphia. Mr. Bodfish says in his preface: "The whole of our present order may be described in terms of institutions. In this volume will be preserved the essentials in the evolution of an institution of cooperative finance which from modest beginnings has become an integral part of the financial structure of the United States."

NEGRO YEAR BOOK 1931-32, *edited by Monroe N. Work. Tuskegee Institute. 544 pp. Price $2 postpaid of The Survey.*

THE eighth edition of the standard reference on the Negro.

ESSENTIALS OF DIETETICS, *by Amy Elizabeth Pope and E. M. Geraghty. G. P. Putnam's Sons. 727 pp. Price $3 postpaid of The Survey.*

A NEW edition, completely rewritten and much enlarged by Miss Geraghty, formerly secretary of the American Dietetics Association, and planned especially to meet the needs of nurses in hospitals, private duty and public health. Principles, menus, recipes and methods of diet calculation. A chapter on the feeding of infants and children is the work of C. W. Burhans, M.D.

HEARING AND THE SCHOOL CHILD, *by John L. Waldman, Francis A. Wade, and Carl W. Aretz. The Volta Bureau, Washington, D. C. 223 pp. Price $2.10 postpaid of The Survey.*

THE experts of the White House Conference estimate that half a million American children have seriously defective hearing, yet only recently have extensive studies been made on the results of this handicap. The present volume reports a detailed study of 1079 school children made by the authors in cooperation with the Philadelphia Board of Education and considering in detail the extent of impairment of hearing, and its effect on a child's general progress in school and his achievement in separate subjects.

EDUCATION, CRIME, AND SOCIAL PROGRESS, *by William G. Bagley. Macmillan. 150 pp. Price $1.20 postpaid of The Survey.*

EIGHT papers, most of them prepared for professional meetings, which aim to identify "the elements of weakness" in American education and to suggest means for replacing them with "elements of strength." Dr. Bagley is particularly concerned with the dangers to sound educational progress which he feels lie in "left-wing" experiments and in the tendency of the American teaching profession "to follow fashion with a maximum of zeal and a minimum of discrimination."

SOCIAL CHANGES IN 1930, *edited by William F. Ogburn. University of Chicago Press. 203 pp. Price $1.50 postpaid of The Survey.*

REPRINTED from The American Journal of Sociology, these twenty-one papers by persons eminent in their respective fields consider what 1930 meant for population, natural resources, inventions and discoveries, production, foreign policy, labor, earnings, employment and unemployment, medicine, rural life, the family, the child, crime, education, government and the like. Though such an inventory is in its very nature suggestive rather than complete, its scope gives a sweeping social view for the year and an array of up-to-date and interesting facts.

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

# COMMUNICATIONS

## Paging Mr. Swift

To THE EDITOR: "What is wrong with this picture" on page 125 of the November Survey Graphic? [butchers at work in white coats, in Guaranteed Time in the Stock Yards, by Harold H. Swift]. To my notion the coats worn by the men are entirely inappropriate for the sort of work they are doing. I should think those clumsy cuffs hanging down over their hands would soon be full of grease. Why not have them wear "sweatshirts" which are infinitely more comfortable and convenient than coats, or if the garments should reach their knees, French blouses, the cuffs of which button tight around the wrists?

Now and then an architect has an idea but this one may be looney. WILLIAM TEMPLETON JOHNSON

*San Diego, Calif.*

## Merry Christmas

To EVERY READER OF THE SURVEY: For the friend who likes to whet his wits on something worth while the ideal gift is a year's subscription to Survey Graphic (the Graphic numbers of The Survey, without the Midmonthlies).

Imagine him receiving his first copy just before Christmas. The December issue in a gay green Christmas cover—an extra number we will send with a Christmas card to announce the gift—throws open for him a pageant of life and peoples. Here are spread out the Oriental tapestry of conflicting interests woven into Paul Monroe's article on Manchuria; the incisive interpretation of present-day Germany by Ernst Jäckh; the revealing picture of Gandhi by S. K. Ratcliffe, warm friend of Survey readers. Another group brings him up-to-date on America's economic condition and opens up for him a world of speculation as to the future of the nations of the earth—a foretaste of the special number on World Planning which will come to him early in the new year as part of your gift. Finally there are those searching articles wherein the author turns the eye inward and leads us to consider ourselves and our own reactions to the world around us.

Twelve more such numbers to carry your goodwill throughout 1932.

A choice gift at any price—but a rare bargain at the rates we have arranged for our readers. One subscription may be had for $2.00; two for $3.00, exactly half the regular price. And besides conveying a Christmas message to your friends, your order will help along this cooperative enterprise of ours which you share with its thirty thousand readers.

Why not pay your friends the compliment of gift subscriptions to Survey Graphic this year?

*For Survey Graphic* MOLLIE CONDON

To EVERY MEMBER OF SURVEY ASSOCIATES: Survey Graphic is *yours,* you know; and I hope you'll especially "harken" to Miss Condon's Christmas-gift subscription offer.

In this covering note to members like yourself, I feel again like the itinerant Irish cobbler. As they drove into a village, his son would cry:

"Me fayther's a maker and mender of shoon."

Then the man: "Har-ark-en what the bye sez."

This of all winters, how better to give strength to the elbows of hard-pressed people and gain a hearing for affirmative moves? "There are so many needs—very real ones—these days . . ." writes Prof. W. G. Beach of Leland Stanford—"and then came the November Graphic with its budget of accurate knowledge, sound judgment and vision in regard to the whole troubled and suffering world and its needs."

You have a friend, I'm sure, to whom Survey Graphic would mean a lift like that this Christmas—and the New Year through. One friend? Perhaps three, or five? You could scarcely give them so much for so little. And your gift will help touch those thirteen issues with that holiday magic that brings out, along with its problems, the promise implicit in American life.

*Editor* PAUL U. KELLOGG

## The Wickersham Reports

To THE EDITOR: I have read with great interest Winthrop D. Lane's article on the reports of the National Commission on Law Observance and Enforcement, published in The Survey of November 1. I think Mr. Lane makes a very balanced, judicial presentation of the case for the Commission. What he says is absolutely true—we did not attempt to go off and invent some new theories about delinquency, but to try to collect and formulate what had been done by other responsible bodies and to confine ourselves to practicable limits. Of course, as the reports shows, we had some original studies also made by research experts. It is a gratification to me to read this review of our work, and I want to express my appreciation of the judicial manner in which Mr. Lane has done it.

GEORGE W. WICKERSHAM

*Chairman, National Commission on Law Observance and Enforcement*

## Federal Relief

To THE EDITOR: I have read reams on federal relief versus state appropriation. No one has analyzed the situation more illuminatingly and has put more compactly the crucial issues than has Mr. Hodson in his Open Letter to the President in the November 1 issue of The Survey. I cannot help feeling that while a meager and narrow legal outlook is one of the worst handicaps in affairs, rigorous legal discipline when harnessed to imagination is the most fruitful combination. Mr. Hodson's reflections give evidence of that faith.

*Law School, Harvard University* FELIX FRANKFURTER

To THE EDITOR: I have read with much pleasure Mr. Hodson's Open Letter to President Hoover in the November 1 issue of The Survey, copy of which you were kind enough to send me. It is the type of information Mr. Hodson seeks which would place our policies and efforts to mitigate the evils of the present depression on a basis of intelligence rather than emotion and doctrinaire considerations.

I am not at all satisfied that we have even begun to exhaust the possibilities of relief by way of an intensive federal construction program. ROBERT F. WAGNER

*U. S. Senator from New York*

## Politics—and Miss Sears

To THE EDITOR: The item under Social Practice in The Survey of August 15 concerning the establishment of a behavior clinic in Cook County deserves favorable comment. It sets forth the accomplishment most accurately. As a county commissioner and therefore a politician, I find myself critical of the title, Without Benefit of Politics. The implication that the be-

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

havior clinic was established in spite of and not because of the politicians is inescapable.

The truth is that the genesis of the clinic lay with the present mayor of the city, who was at the time of the establishment of the clinic, president of the County Board. The clinic was made possible because of Mr. Cermak's knowledge of the science of psychiatry and recognition of the inestimable value such a clinic would be in the county jail. He encouraged its establishment. He interpreted it to the members of the Board. He enlisted their support for it, and at a time of great financial stringency and under difficulties the clinic appropriation was made.

Rather than the title it bears, it could well bear the title, Politicians Utilize Scientific Knowledge, or Where Politics and Science Meet, or Evidence of Statesmanship among Politicians, or Politics and Human Values. We politicians are proud of the clinic and recognize that it is bringing to the jail population a service which makes for the proper understanding of the prisoner, that assists the judges in their decisions and that cannot fail to affect criminal jurisprudence in Cook County.

*County Commissioner, Cook County, Ill.* AMELIA SEARS

## The Set-up of an Exchange

TO THE EDITOR: Mr. McMillen's suggestion [page 325] of the functions of the social-service exchange to include a central statistical service is most interesting but sounds much simpler than it is. Certainly up-to-date quantitative statistics are important and the exchange might be used for recording such statistics. However, the purpose of the exchange as it is at present organized is the quick and accurate identification of names.

If to that were added the function of assembling and tabulating statistical data, practically a whole new set-up would be necessary. Such a set-up would have to be worked out by a statistician and tested in the day-by-day operation of the exchange to make sure that it did not slow up or obscure the original and I assume the major objective of the exchange, that is, identification. New data from the agencies in addition to what they are now reporting would undoubtedly be asked for by the statistician. This would mean a change in routine for the agencies which could not be accomplished overnight.

In the statistics of family-service agencies in New York there is practically no duplication of cases since, as a result of clearing in the exchange, the agencies do not work on the same cases. This is also true of service to the homeless. Of course it is not true of the child-welfare or health agencies. In the very nature of things they frequently work on the same cases as the family societies. This is not a duplication or overlapping of service however, but a supplementation or coordination of services.

We have frequently discussed the possibility of using the exchange street files for certain statistical studies and have even experimented in a small way. But we quickly found that even here rather extensive adjustments would have to be made if the system were to continue to serve the purpose of prompt and accurate identification.

EDITH SHATTO KING
*Secretary, New York Social Service Exchange*

TO THE EDITOR: It seems to me there is no fundamental point concerning which Mrs. King and I would disagree. She stresses the need for safeguarding the original function of the social-service exchange, that is, *identification.* I am in hearty accord with her position on this matter.

On the other hand I think Mrs. King would agree with me that we ought to be slow to complicate still further the coordinating machinery in the social-welfare field if our objectives can be achieved through machinery already in existence. The point I am urging is that we ought to know the number of families receiving assistance from the community and that this figure should not contain varying and unkown proportions of duplicates. Yet there will be many duplicates in the total figure compiled by the chest or council in any city in which the various family-welfare agencies habitually supplement one another. It may be that a new and special arrangement like the one in St. Paul will be needed to insure an unduplicated figure. I am sure Mrs. King would agree that it would be unsound to set up a new piece of machinery however, until the possibility of utilizing existing instrumentalities had been examined and found impractical or uneconomical. I am merely asking that this examination be made.

Mrs. King points out that one family may be served by a family-welfare agency and by a health agency and that this is not duplication. I agree with her on this point. I am urging the elimination of duplicates within a functional field and not the elimination of duplicates among the various specialized fields of service.

A. W. MCMILLEN
*Chicago*

## Foremen

TO THE EDITOR: Mr. Smith, in the Communications of The Survey of September 15, may be correct with regard to California—that not many men want the job of foreman, but that is not true of Massachusetts. There are plenty of men here that want to be foremen, and who consider themselves qualified to fill the job. It is easy to hire a slave driver, one whose idea of foremanship consists of bossing the men under him and bowing before his superiors. It is easy to find workmen that think they are qualified to be foremen because they can do the work better than the others in the shop, men who think all they have to do is to tell the men what to do and demand that they do it. But that kind of man is not a real foreman.

The foreman should not be at enmity with the other employes, as Mr. Smith assumes he will be. He is the intermediary between employer and employe, the one who should have the confidence of both, and who should explain each to the other. It is a job that requires intelligence and character, but for a qualified person it is a pleasant and interesting kind of work. The job of foreman is probably not paid as much as it should be, but I suspect that the reason is that there are not many qualified foremen. On the other hand there are compensations in that it is the best route to many of the higher positions. The shop foreman comes in direct contact with the offices of management, test and inspection, accounting, engineering, and in many cases with sales. Opportunities are open for his advancement along any of these lines.

There are difficulties with the foreman's job, but in spite of them, the opportunities for further advancement should make training for the foreman's position in a well managed plant one of the most eagerly sought openings for the ambitious boy. Actually we do not find the boys who want this training at all.

*Worcester, Mass.* A. W. FORBES

## School Books Wanted

TO THE EDITOR: Did a few generous souls who have a few abandoned copies of Junior-Senior High School geographies, histories, dictionaries, and English-American literature know how keenly our school here in mountainous North Alabama would appreciate them we should not lack for such school essentials, tho the books were obsolescent. Oh my, how woefully we need them. Tho a college graduate, my salary in mission work is inadequate to meet so many charity calls. By day and night I am struggling for a needy neglected people. I can teach well if I had *several* copies of encyclopedias and literary books, and maps.

JOHN B. ARMSTRONG
*Langston Rural School*
*Langston, Alabama*

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

# DIRECTORY OF SOCIAL AGENCIES

### Women's Trade Union

**NATIONAL WOMEN'S TRADE UNION LEAGUE OF AMERICA** — Mrs. Raymond Robins, honorary president; Miss Rose Schneiderman, president; Miss Elisabeth Christman, secretary-treasurer; Machinists Bldg., 9th and Mt. Vernon Place, N. W., Washington, D. C. Stands for self-government in the work shop through trade union organization; and for the enactment of industrial legislation. Official publication, Life and Labor Bulletin. Information given.

### Recreation

**NATIONAL RECREATION ASSOCIATION** — 315 Fourth Ave., New York City. Joseph Lee, president; H. S. Braucher, secretary. To bring to every boy and girl and citizen of America an adequate opportunity for wholesome, happy play and recreation. Playgrounds, community centers, swimming pools, athletics, music, drama, camping, home play, are all means to this end.

### *Pamphlets and Periodicals*

Inexpensive literature which, however, important, does not warrant costly advertising, may be advertised to advantage in the Pamphlets and Periodicals column of Survey Graphic and Midmonthly.

RATES:—75c a line (actual) for four insertions.

# GOSSIP

## Diet in St. Louis

"THE family was sitting down to eat a plentiful meal. There was coffee, the smell of two vegetables and frying meat."

"Mrs. P. made the grocery order last a long time by buying a large supply of beans, potatoes and canned goods which could be used in case she did not have enough coal."

*Records of Provident Association*

SOCIAL-WORK leadership seems to have saved the day for the Georgia Department of Public Welfare. When the legislature was on the brink of passing a reorganization bill that would have wiped out the department and all its works the State Conference of Social Work, led by its president, Mary Dickinson, went into action. It quickly rounded up an influential Committee of Two Hundred and rallied public opinion to support the continuance of the services of the department if not its form. A whirlwind campaign directed toward the governor and leaders of the House and Senate was so effective that an amendment was passed by which the work of the board will be carried on without interruption under the new Board of Control of Eleemosynary Institutions.

JOHN R. MOTT, the Grand Old Man of the Y.M.C.A., has resigned again, this time as general secretary of the International Committee of the United States and Canada, a post he has held since 1915. In 1928 he resigned as general secretary of the National Council of the YMCA's of the United States. He is still president of the World Alliance of the YMCA's and of the International Missionary Council.

RED CROSS personnel changes switch Robert E. Bondy from manager of the eastern area to national director of disaster relief, and Ernest J. Swift from acting director of insular and foreign operations to Mr. Bondy's job in the eastern area. Edward W. Marcellus of Evanston, Ill., has been appointed director of personnel of the national organization and J. Blaine Gwin has been designated assistant director of Personnel and director of Home Service.

CANADA has reached over the border and taken back Edna L. Moore, one of its native daughters, to direct the public-health nursing work of the Ontario Department of Health. Miss Moore has been assistant director of the National Organization for Public Health Nursing and in charge of the joint project of the NOPHN and the American Social Hygiene Association for the development of social-hygiene activities among nurses. This part of her work will be carried on by Gladys Crain, recently a supervisor of the Boston Community Health Association.

## New Officers

THE New York State Conference of Social Work at its annual meeting in Niagara Falls elected the following officers: president, Dudley D. Sicher, New York; vice-presidents, Rev. J. Jerome Reddy, Brooklyn, George M. Champlin, Cortland, and Cecil Wiener, Buffalo; treasurer, Frederick A. Moran, Albany. Miss Wiener has just been elected judge of the new Children's Court of Buffalo. The 1932 meeting will be held in Syracuse.

Officers of the Tennessee Conference of Social Work for 1932 are president, W. S. Bixby, Nashville, vice-president, Charles O. Lee, Memphis, treasurer, Lucy Richards Hart, Dyersville, secretary, William C. Headrick, Nashville.

The National Municipal League at its annual meeting in Buffalo elected Murray Seasongood, former mayor of Cincinnati, as president succeeding Richard C. Childs of New York, who becomes chairman of the League's council.

New officers of the American Prison Association chosen at the annual meeting in Baltimore are: president, Oscar Lee, Waupun, Wis.; vice-presidents, Blanche L. La Du, Minneapolis, Mrs. H. Otto Wittpenn, Hoboken, N. J., Gen. W. S. Hughes, Ottawa, Canada, Dr. Walter N. Thayer, Jr., Albany, and Harold E. Donnell, Baltimore; treasurer, George C. Erskine, Cheshire, Conn.; general secretary, E. R. Cass, New York; assistant secretaries, J. A. Drown, Indianapolis, Edna M. Olson, Chicago.

A BIG JOB, even though it has as yet no official title, has claimed Hazel Avis Goff, R.N., who since war times has been engaged in various nursing activities in Europe and the Near East, recently under the wing of the Rockefeller Foundation. Miss Goff will act as field secretary to the Health Section of the League of Nations, her immediate task being a survey of the public-health situation in its most progressive aspects to serve as a guide to the health activities of the League. The post was created largely as a result of the activities of the International Council of Nurses. An anonymous donor is financing it for a period of two and a half years.

THE Pennsylvania Prison Society, which was two years old when George Washington became the first president, has lost its executive secretary, Dr. B. L. Scott, who has been called back to Harrisburg by Governor Pinchot to assume his former position as director of the Bureau of Restoration of the Department of Welfare. Dr. Scott is succeeded in the Society by A. G. Fraser, who served last winter as a member of the Committee on Management of the Philadelphia Shelter and was released by the Pennsylvania Prison Society for six weeks on the start to organize the work.

CHARLES ASHER, for five years secretary of City Housing Corporation of New York, is about to become assistant director of the Public Administration Clearing House of Chicago under Louis Brownlow.

RHODA KAUFMAN, whose resignation two years ago from the post of executive secretary of the Georgia State Board of Public Welfare was counted a public calamity, has come back on the active list as executive secretary of the Atlanta Family Welfare Society, succeeding Ada Woolfolk. It takes almost a column of the Georgia bulletin, Public Welfare, to tell all that Miss Kaufman means to social work in the state and to the national agencies. While regaining Miss Kaufman Georgia has lost two of its other first-flight social workers to the national field. Louisa de B. Fitz-Simons, director of the Children's Division of the State Department, is now with the



PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

Family Welfare Association of America as field director of the southern territory and Thomas B. Mimms, director of the Division of Adult Delinquency of the State Board of Public Welfare, has joined the staff of the United States Department of Justice to supervise in four southern states county jails that are handling federal prisoners.

## Science Persuaded Them!

"AFTER Dr. Holla etherized the flies in order to keep them off his sterile towel, the Town Board of the town of Cortlandt purchased screens for the town hall in Verplanck." *Westchester Health.*

ANOTHER institution has qualified for the ancient and honorable company of centenarians. Leake and Watts Orphan House, a New York institution in Yonkers, has just celebrated its hundredth birthday. News of other century birthdays will be welcomed.

SUPERINTENDING the world's biggest (when it gets its growth) hospital for the insane is the man-sized job wished on Dr. William J. Tiffany, now superintendent of the Kings Park, N. Y., State Hospital. The new institution, the Pilgrim Hospital, named in honor of Dr. Charles W. Pilgrim, is located near Brentwood, Long Island, and when completed will have nine thousand beds and have cost thirty million dollars.

JAMES E. SIDELL of Reading, Pa., has been appointed Legislative Agent of the National Child Labor Committee, succeeding Wiley H. Swift who retired after eighteen years of service. Mr. Sidell, with a background of study at both the Pennsylvania and the New York Schools of Social Work, has been actively engaged in industrial organization.

DR. ORLANDO H. PETTY, personal physician to Mayor Mackey, has been appointed director of the Philadelphia Department of Public Health made vacant by the recent death of Dr. A. A. Cairns.

IF YOU have a pet nurse now is the moment to put her forward as a candidate for the third award of the Saunders Memorial Medal, entries for which close on December 31. The award, made at the biennial nursing convention in April, will be for an outstanding contribution by a nurse, either to the public or to her profession. For full details address the American Nurses Association, 450 Seventh Avenue, New York.

## Pluto Will

THE New York A. I. C. P. submits a health essay from one of its summer camp children: "Once opon atime thier were three children. one was named Johny one tom and the girl was named Betty. One morning the children got up and they washesd there selfs and brushed there teeth and had there breakfast and when they tried to talk they were hoarse and they wen't into the bathroom and gaggeled Pluto water and they tried to talk again and they could and now they gagol Pluto water every day and never forget it and never got hoarse again."

THE NEWLY appointed welfare officer in a western city didn't quite know what it was all about, but he did know his publicity. Two days after his appointment he announced in large headlines that he proposed to do something for "the poor homeless women sleeping in the parks, women struggling to maintain their respectability, at their wits' end, and literally wringing their hands." The Council of Welfare Agencies checked its first impulse to say "Name *one*," and instead mobilized a corps of students from a nearby college to patrol the parks for two nights and count the women sleepers. Not one was discovered. Politely confronted with the students' report the official did not bat an eye. "That's good, that's good. Now what had I better do next?"

## Stet!

"We shall welco meany contribution that you might wish to make in addition to the sum subscribed for the tickets."

*An appeal letter.*

LITTLE by little the doughty Sanford Bates of the United States Bureau of Prisons is strengthening educational work in the institutions under his direction with trained and competent people. J. H. Goehegan, professor of sociology at the University of Washington, is now supervisor of education at McNeil Island Prison, and R. A. McGee, a vocational expert formerly on the faculty of the University of Minnesota, has the same post at Leavenworth Annex. Howard M. Stiles, recently at McNeil Island, is supervisor of education for the Federal Camp Service. Two assistant supervisors of education have been added at Atlanta and Leavenworth and four at Chillicothe. Trained librarians are now on duty at all three of these prisons. The Bureau of Prisons has a new supervisor of parole in Ray Huff, formerly director of the bureau of restoration in the Pennsylvania Department of Welfare. Frank Loveland, whom he succeeds, has gone to the Massachusetts Department of Correction to head its new research division. Edward Gerlach, formerly at Jamestown Prison, has been appointed assistant supervisor of the federal probation system.

WHAT makes a prison psychiatrist in this year of grace is indicated by the distinguished background of Dr. E. L. McCarthy, newly appointed to the post at Elmira Reformatory, New York, from the position of director of the Connecticut Department of Mental Hygiene. On a general medical education and training Dr. McCarthy has imposed more than ten years of psychiatric study, research and practice in China, in European clinics and at St. Elizabeth's Hospital, Washington, D. C. Some of his recent work was done as a fellow of the National Committee for Mental Hygiene.

## Getting Going

WITH three new workers added to its staff the National Organization for Public Health Nursing is getting down to tacks on its study of the present administration and practice of public-health nursing which is financed by a grant of twenty-five thousand dollars from the Commonwealth Fund. The Field Studies Committee of the NOPHN, which interlocks with a committee of the American Public Health Association, is acting as adviser to the study under the immediate direction of Katherine Tucker. The three nurses who have been secured on leave from their respective agencies to make the study are Hortense Hilbert, the director, from the American Child Health Association, Henrietta Landau from the Indiana State Department of Health, and Melinka Herc from the Detroit Visiting Nurse Association.

GEORGE J. WERNER, commissioner for seven years of the Department of Public Welfare of Westchester County, N. Y., is dead. He came into public social work as a layman with a strong political background. The whole field was new to him. But such were his personal qualities of sound common sense, human sympathy and intellectual flexibility that he quickly established himself as a respected professional leader. These past seven years have written much social history in Westchester County and made it one of the notably well organized and progressive social units in the country.

THE National Urban League announces its annual competitive examination for fellowships for colored students for graduate study in social work. At least three awards of no less than twelve hundred dollars each will be made. The examination will be held in March but applications must be filed before January 15 on forms which will be supplied by Eugene Kinckle Jones, Urban League, 1133 Broadway, New York.

## Publicitors Change Corners

TURNOVER among publicity workers takes Everett T. Martin from the Cleveland Community Fund to the Edward L. Bernays organization, Florence D. McCarthy from the National Board of the Y.M.C.A. to the Big Brother Movement, Helen B. Leavens from the Womans Press, Y.W.C.A., to the Connecticut Children's Aid Society, and Horace H. Hughes from the Philadelphia Community Council to the Tuberculosis and Health Committee of the New York State Charities Aid Association. Frederick Roy Martin, formerly general manager of the Associated Press, is steering public relations for the New York State Temporary Relief Administration, and Edward D. McKernon, another ex-AP man, is publicity adviser for the New York United Hospital Fund and the New York State Charities Aid Association. The American Nurses' Association has lost Virginia McCormick, its publicity worker for more than three years, who has gone south for a long rest. She is succeeded by Eleanore von Eltz, recently with the City Housing Corporation in Radburn, N. J. The Massachusetts Society for Mental Hygiene has added Harriet L. Parsons to its staff as educational assistant. She will continue part-time at Simmons College as instructor in psychiatric social work.

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED